The MORTGAGE Centre
Discount Rates Page A6

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Provinces Not Passing Increases to Fund PSE

Transfers are higher, but institutions still get less money.

REAL per capita provincial spending on post-secondary education fell for the second consecutive year in 2000–2001 despite an increase in federal cash transfers intended to support universities and colleges, concludes a report released in August by CAUT.

The study, *The Growing Funding Gap*, shows that provincial spending on colleges, universities and training fell 3.2 per cent in 2000–2001 over the previous year. Funding declines were greatest in Ontario (-9.0%) and Alberta (-5.6%). Only Newfoundland, Manitoba, Saskatchewan and British Columbia increased expenditures.

"The latest provincial funding decline means real per capita expenditures are now about 20 per cent below the levels of 1992–1993," the report notes. "To bring provincial spending back to where it was in 1992–1993 would require an immediate investment of more than $2 billion."

The report reveals that financial support for post-secondary education was cut in most provinces, even as Ottawa increased the Canada Health and Social Transfer.

The provinces are pressing the federal government to provide an additional $7 billion a year for their health, education and social programs.

"The federal government has good reason to be skeptical of the intentions of the provinces," the report says.

"The real per capita cash portion of the CHST rose more than 17 per cent between 1998 and 2000, and yet real per capita spending on post-secondary education by the province fell by nearly 4 per cent over this period."

The study shows that real per capita provincial operating grants to universities rose for the first time in three years in 2000–2001, but still remain well below their 1992–1993 levels.

"Even with the latest boost in operating funding, core provincial support for universities and colleges remains nearly 27 per cent lower than 1992–1993." ■

An electronic copy of the CAUT report, *The Growing Funding Gap*, is available at www.caut.ca

Physicians Protest Treatment of David Healy

IN a letter released Sept. 5 to University of Toronto president Robert Birgeneau, a group of internationally renowned psychiatrists and medical researchers are accusing the university and the Centre for Addiction and Mental Health of violating academic freedom by revoking their offer of employment made to Dr. David Healy.

The scientists say the treatment of Healy "is an affront to the standards of free speech and academic freedom."

Healy was offered the position of clinical director of the mood and anxiety disorders program with CAMH and professor of psychiatry at the U of T last year, but his employment contract was suddenly revoked following a lecture he gave in November critical of the role of pharmaceutical companies in university research.

The letter warns that the affair is jeopardizing the university's reputation and calls on the university and CAMH to restore Healy's offer of employment and to offer him an apology.

"CAUT is encouraging others concerned about academic freedom to add their names to the letter," said CAUT president Tom Booth. "We will publish the additional signatories in future editions of the *Bulletin*." ■

Readers can sign the letter at www.caut.ca/english/issues/acadfreedom/healyletter.asp.

Public Letter to the President of the University of Toronto

Dear President Birgeneau,

We write to protest the decision to revoke the employment contract of Dr. David Healy.

The central point in our view is not the possible involvement of a drug company in university affairs, but the maltreatment of Dr. Healy. It is clear that the withdrawal of employment occurred as a result of a single lecture at a conference on November 30, an occasion for looking into the future, and preparing the discipline of psychiatry for the challenges of the new century. To have sullied Dr. Healy's reputation by withdrawing the job offer is an affront to the standards of free speech and academic freedom.

It is almost inconceivable that a single lecture could have completely altered the perception of a colleague-to-be who has been extensively interviewed, whose work is voluminous and well known, and whom, up until the very minute the lecture began, was being implored to take up his position sooner than originally arranged. This is especially true given the lecture itself was well regarded in every other venue in which it was given, and in Toronto received the highest rating for content of any of the presentations at the conference.

This entire affair is poisoning the reputation of the Department of Psychiatry and the Centre for Addiction and Mental Health in international circles, and besmirching the name of one of North America's great research universities. The University's continuing tolerance and endorsement of the Department of Psychiatry and CAMH's rash act, and of the Department and CAMH's mendacious ongoing defense of its action, is a threat to academic freedom. As such, it concerns all of us who uphold the standards of open discussion and frank exchange in university life.

We respectfully request that the University and CAMH finally do what is right in this dismal affair by restoring the offer of employment to Dr. Healy along with the conveyance of its sincere apology.

Yours truly,

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Nos universités, notre avenir.

EDITORIAL
Globalisation changes the role of Education International.
See Page A3

COMMENTARY
Is Canada really suffering from a skills shortage?
See Page A10

Trent Appeal A5
Equity News A7
Ce qui se cache A8
Bookshelf A9
Carrières B1

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LETTERS COURRIER

Two-Tiered Hiring Policy 'Wrong-Headed'

CAUT's continuing support of mandatory two-tier academic hiring is regrettable. It was a wrong-headed policy originally, and it continues to be deeply counterproductive. Let it be clear that some members of CAUT would like to see this policy scrapped.

Canadian students are competing in a world-wide knowledge-based economy. Their success in this competition will determine our economic future. They need and deserve the best teachers available to help them on their way. Not just the best Canadian teachers available.

Of course, there are absolutely first-class Canadian academics, and they deserve jobs. Indeed, a good number of them choose to work abroad precisely because they can compete successfully on the international market. They have many advantages when they apply for openings at Canadian universities – language skills, familiarity with the system and cultural sensitivity. Strong Canadian academics do not need protection from international competition.

If we want to have first-class universities providing first-class education for first-class students, then universities need the freedom to hire the best professors to do the job, without arbitrary constraints. No one should be hired just because they are Canadian and no qualified candidate should be rejected just because they are not. Quality should be central, not nationality.

Attracting the best candidates to academic jobs in Canada is already hard enough. It makes no sense to insert arbitrary constraints into this process. There will be many job openings at Canadian universities in the next decade. Filling these openings with the best people is critical to our future. It is time for responsible academic voices to speak up and be heard on this issue.

MICHAEL WORTIS
Physics, Simon Fraser University

Sliding Scale for Research Funding Deserves a Try

We welcome the fact that a timely and important book by Donald R. Forsdyke, "Tomorrow's Cures Today? How to Reform the Health Research System," was reviewed in the June 2001 *Bulletin* by Professor Neena L. Chappell.

At the same time, we are surprised the reviewer dismisses what we believe is the most valuable element in the entire Forsdyke offering, without saying why. This is the idea of a sliding funding scale for research grants.

Forsdyke is far from being alone in pointing out that the major flaw of the present-day research funding system lies in its insistence on the model of sharp cutoff in funding. Under the pretext of insufficient overall budget, numerous research proposals which are found scientifically meritable are not funded simply because they do not make it to the top of the pile.

While often hailed as a tool of fostering "excellence," in practice the cutoff model encourages easily publishable in-vogue data (do as others do), and, all assurances to the contrary notwithstanding, is strongly biased against real novelty and originality. Forsdyke's proposal, in a nutshell, is to replace a system of sharp cutoffs with a continuous funding scale based on peer review ratings.

We disagree with Professor Chappell that Forsdyke offers no solution. On the contrary, we are convinced that even if not all details could work exactly as Forsdyke envisions, his proposals and alternatives, such as baseline funding (see also B.J. Poulin & R. Gordon, "How to organize science funding: the new Canadian Institutes for Health Research, an opportunity to increase innovation," Canadian Public Policy 27(1), 95–112, 2001), deserve serious attention and practical experimentation within the existing structure of the federal granting councils.

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Bicameral Review Not Intended as Final Solution, Says Book Author

Professor Neena Chappell has thoughtfully reviewed my book, "Tomorrow's Cures Today? How to Reform the Health Research System" (*Bulletin*, June 2001).

She correctly paraphrases, both when asking "How do we predict today, what will be important in the future?" and when stating that "We need as much excellence in the design of our peer review system as we need excellence in science." However, she incorrectly implies I claim to have "found the solution."

The solution is to have funds for all active researchers. Failing this, we have to find a way of disbursing the available funds optimally. The book presents a possible solution to the problem – bicameral review – and advocates immediate implementation, if only on an experimental basis.

Instead of bold experimentation, we have bureaucratic foot-dragging with complacent declarations that, like democracy, the peer review system as currently operated is a terrible system, but it is the best we have.

While not herself a biomedical researcher, Professor Chappell has been heavily involved in the activities of Canadian granting agencies and is currently on a CIHR advisory board. Most biomedical researchers will find surprising her assertion that "for established investigators, the current system does put a major emphasis on their past research record, and it is incorrect to suggest otherwise."

Grant application forms have strict space limitations and require much detail of work proposed, not of track records. As far as I am aware there are no agency instructions to reviewers requiring them to place major emphasis on a track record despite the little space accorded that record in application forms. If there were such an instruction, then the agencies would already have taken an important step towards the bicameral review system I propose.

In practice, reviewers wanting to know more about an applicant's track record have to go to the original papers cited in the application. This takes time and energy which many reviewers are not willing to give. Furthermore, the published record may not accurately reflect the actual path of scientific enquiry and the wisdom of past expenditures. Bicameral review facilitates access to this information and thus makes applicants accountable. From those to whom much has been given much should be expected.

Among the "good points" that "will get little argument from me," Professor Chappell includes the facts that the current system is "error-prone," and that "the more creative the thinking, the less communicable it becomes." Yet she questions how bicameral review's "almost exclusive emphasis on past record could assist innovation."

As successful Wall Street analysts have long known, the best strategies in error-prone environments are – use the most objective parameters (i.e., track record), and hedge your bets. These are the essence of bicameral review. For more, please see the web site http://post.queensu.ca/~forsdyke/peerrev.htm.

DONALD R. FORSOYKE
Biochemistry, Queen's University

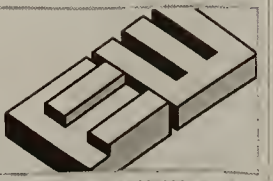
Dr. Forsdyke says I imply he has provided the solution to peer review whereas he has offered only a possible solution. No problem, but my review of his possible solution remains the same.

We seem to have two fundamental disagreements. Dr. Forsdyke believes that peer review at the current time does not take track record into account. He apparently rejects the notion that assessment of publications including journals published in and citations, and indepth review by those knowledgeable in one's field (both external and internal) who therefore should know the applicant's scientific contribution to the field, constitutes assessment of track record. We also disagree that almost exclusive focus on past record is problematic for funding innovation. In his response, Dr. Forsdyke does not provide reasons for why current assessment of track record is not adequate nor does he provide an argument as to how funding on the basis of track record promotes innovation.

I, therefore, still fail to see how the bicameral approach he proposes is a possible solution to the problems evident within our present peer review system. – Neena L. Chappell

Fair Employment Week

Week of Action for Contract Academic Staff. October 28 – November 3.
Get involved! Details at www.caut.ca or call 613.820.2270.



Editorial

Global Advocacy

Education International is the world's largest educators' federation representing 24.5 million members through its 305 member organizations. Created in 1993 as a result of a merger of the International Federation of Free Teacher Unions and the World Confederation of Organisations of the Teaching Profession, EI added a number of post-secondary teachers organizations in the late 1990s when the International Confederation of University Teachers' Organizations disbanded in favour of EI. EI's general secretary Fred van Leeuwen's guest editorial gives an overview of EI's work and proposals that were subsequently adopted at EI's recent Third World Congress in Thailand.

By FRED VAN LEEUWEN

GLOBALISATION is changing the role of organisations such as EI. Our international is a trade union, a professional association and a human rights movement, all in one. Much of our work is summed up by the word solidarity. EI has often been a lifeline, particularly for teachers and their unions in low-income countries, in emerging democracies or in countries tormented by violent conflicts. Solidarity through EI works. Solidarity becomes even more important as we and other actors of civil society respond to the spread of global markets by insisting on global justice.

Increasingly EI is also becoming an instrument for advocacy – influencing political and economic developments at the global and regional levels – which in turn affect the decisions of governments.

At the Third World Congress the executive board will propose that EI focus its advocacy on three important issues:

• *The achievement of quality public education for all.* The campaign mandated by our last congress has lead to a world-wide mobilisation, not only of our own members, but also NGO activists, working through partners such as Oxfam International and Action Aid. Last year governments recommitted themselves to the achievement of education for all, setting a new and hopefully definitive target date – the year 2015. Our campaign continues, for we know that this target can and must be achieved. It is a question of political will. We aim to make the pressure for education for all irresistible. Let me underline the importance of publicly funded education. States have to accept their responsibility for the education of their future citizens. This is a principle that is fundamental to democracy.

• *Resist commercialisation of education services.* Large-scale commercialisation of education would seriously undermine public education services. That is not acceptable. The General Agreement on Trade in Services (GATS) was adopted in 1994 and is now administered by the World Trade Organisation (WTO). The purpose of this agreement is to promote free trade in services. But by lumping education with other services, ranging from airline reservations to window cleaning, there has been confusion between the concept of free trade and the fundamental democratic duty of each country to assure the education of its citizens and its children. Education is seen by some as a multi-billion dollar market. And commercialisation suits governments inclined to look for resources for life-long learning from the private sector. But that means the cost of education will be increasingly borne by the consumer, and those that cannot pay will be excluded. Equity and social justice will go out the window, and as societies reduce their public investment in education, they will pave the way for social exclusion, and ultimately, large-scale breakdowns in social cohesion. If we want to keep education as a public service for the public good, we will have to exert political pressure – nationally and internationally. And we will also have to show that we are prepared to work to enhance the quality of our service or – to use a market term – to give the taxpayer value for money.

• *Improve the employment conditions of teachers and their working environment.* After a quarter century of our members being battered by 'reform' and 'adjustment' packages of all kinds – in industrialised and developing countries alike – there seems at last to be widespread recognition of the need to do something about conditions for teachers. The knowledge society of the 21st century will be built through the efforts of human resources: educators. The vast majority of teachers in the South, and in Central and Eastern Europe, still live beneath the poverty line. In the industrialised countries, the wages, working conditions and career prospects of teachers are poor compared to professionals in the private sector. It is not surprising that the world is rapidly running out of teachers. Some governments have started to resort to unconventional measures to overcome these shortages, including reducing school weeks from five to four days, paying fees to private agencies for every qualified teacher they are able to enlist, and allowing unqualified persons to be appointed to teaching positions. Clearly, these are measures taken by desperate politicians who for many years chose to ignore the repeated warnings of the teachers' movement.

We have seen in our global campaign why it is so important to link our advocacy at the international level with our mobilisation at the national and local level. The response of our members around the world has been exciting, for we now have a chance of achieving real progress. We have momentum. Now we want results – real progress on the three focal points for our advocacy.

Fred van Leeuwen is the General Secretary of Education International.

Reprinted with permission, *EI Magazine*, July 2001; www.ei-ie.org.

ICT Could Be Death Knell of Professoriate as We Know It

By MICHAEL KOMPF

"THERE's somethin' happening here, What it is ain't exactly clear" – Stephen Stills of Buffalo Springfield ("For What It's Worth," 1966).

What is happening in the growing overlap of information technology and the delivery of higher education is becoming increasingly clear and it's not good news for the professoriate. Stephen Stills' "For What It's Worth" lyrics seemed an appropriate point of entry because the definition, recognition and rampant exploitation of 'worth' have taken scholarly ambition and brought it into the marketplace in ways beyond the everyday concern of most.

The very nature of professional and personal worth in the academy and how it is determined has shifted from the pursuit of knowledge to the pursuit of revenue-generating activities while many of us were looking the other way. Some of us, myself included, were in the midst of the fray, not recognizing issues or struggles for their potentially dark nature.

Of many important examples, the most imperative is the marriage of higher education with distance education programming and information and communications technology (ICT). This marriage has taken place without a fair and comprehensive prenuptial agreement and is a death march for the professoriate as we know it. This statement may have a sky-is-falling connotation, but only for those whose practices have not been touched by ICT.

The dark side of ICT is most visible in the rapidly growing trend of university corporatism. The ideals of accessibility, excellence and advancement have been transformed into ideals of cost-effectiveness, market share and the control of knowledge. One of the most tragic aspects of this change as the edu-business takes flight has been the unrewarded exploitation of knowers: the professoriate.

Many institutions have invested heavily in the use of technology in the name of modernization and enhanced curriculum delivery. Faculty, sometimes enchanted by the prospect of new toys, throw themselves vigorously at the task of relearning and transforming their knowledge and curriculum for local delivery, or distance delivery through the World Wide Web.

Most are surprised on discovering the intense workload, the duration of the task and the new learning about self and craft that occurs. Most are even more surprised to find that upon completion and successful delivery of their courseware, they have also successfully threatened their job and inadvertently given over rights to use of their curriculum.

I have personally experienced the shock of learning that a curriculum produced whilst in the employ of a university is owned by that university unless arranged otherwise.

Imagine developing an academic program and supporting courses, taking curricula and transforming it into an innovative distance delivery model, only to be told once it was in place that not only would further program involvement be redundant but that access to your own work could only be had with permission of the university administration.

Imagine courses developed running under your name as "instructor" but not having any input into revisions, supervision or the entitlement to use reviews and ongoing evaluations as part of merit, promotion or tenure processes.

Imagine your face, name and work reaching hundreds, if not thousands of students in the same canned format, well beyond shelf life to the point of professional embarrassment. Imagine courses and programs generating millions of dollars in revenue by offering courses without instructors or the support of recognized authorities in the field.

Imagine the righteous indignation of fiscally driven bean counters when the issues of intellectual property rights and copyright issues are raised in ways that question administrative assumptions of eminent domain over all that is created in the academic microkingdom. *If* you can imagine *all of* the foregoing then also imagine the indignation of being cast aside as redundant once stripped of your ideas and work.

Would that this list of horrors existed only in the imagination. The foregoing events have happened. They represent relational and proprietary landmarks in the transformation of knowledge, knowledge producers and the marketing of the mind.

Universities, colleges and other institutions have gradually come to terms with a new fiscal construction of teaching and learning. Administrators, in most if not all cases come from the ranks of the academy. While most are learned in their respective fields, organizational and administrative acumen tend to be developed through the micropolitics of the university, rather than the business model now taking hold. The inner fight some might have once faced between tradition and transition has been replaced by a call to arms for institutional survival and growth at any cost. Accountability measures have been implemented in the name of survival leading to near-universal cutbacks and a most sinister justification for changed expectations of the faculty as professionals and as persons.

The sense of vocation that brought many to the collegium is now further replaced by satisfactory accumulation of workload points and activities that feed university coffers. The definition of worth has moved from mind to wallet. Faculty members, once evaluated by teaching, research and writing and service – these criteria are used in my university – now have a fourth aspect of performance evaluation: funds attracted.

Whether through applications for grant money or the development of innovative ideas, activities and programs, faculty members are now fund-raisers, whose enjoyment of success is limited to job retention and the 16 minutes of fame such inclusions provide in one's CV. Some universities have developed, or are at least entertaining the development of marketing branches that seek to find niches for enterprise activities with the enlightened inducements of recognition, compensation and credit.

Until commodification of faculty work includes fair recognition, compensation and credit, I call for colleagues to examine the potential for exploitation and declare a moratorium on the development and sharing of curriculum and other work for use beyond personal control. The allure of new ICT toys and innovations for teaching and learning, whether presented seductively or coercively, are devices that conceal the separation of self and work for institutional gain.

The following passage from Kurt Vonnegut's prophetic 1952 novel *Player Piano* is worth pondering:

"The group, five ranks of ten machines each, swept their tools in unison across steel bars, kicked out finished shafts onto continuous belts, stopped while raw bars dropped between their chucks and tailstocks, clamped down, and swept their tools across the bars, kicked out the finished shafts onto…

"Paul unlocked the box containing the tape recording that controlled them all. The tape was a small loop that fed continuously between magnetic pickups. On it were recorded the movements of a master machinist turning out a shaft for a fractional horsepower motor. Paul counted back – eleven, twelve, thirteen years ago, he'd been in on the making of the tape, the master from which this one had been made…

"He and Finnerty and Shepherd, with the ink hardly dry on their doctorates, had been sent to one of the machine shops to make the recording. The foreman had pointed out his best man – what was his name? – and joking with the puzzled machinist, the three bright young men had hooked up the recording apparatus to the lathe controls. Hertz! That had been the machinist's name – Rudy Hertz, an old-timer, who had been about ready to retire. Paul remembered the name now, and remembered the deference the old man had shown the bright young men.

"Afterward, they'd got Rudy's foreman to let him off, and, in a boisterous, whimsical spirit of industrial democracy, they'd taken him across the street for a beer. Rudy hadn't understood quite what the recording instruments were all, about, but what he understood, he'd liked: that he, out of thousands of machinists, had been chosen to have his motions immortalized on tape.

See DEATH KNELL Page A8

How dozens of researchers from a wide variety of disciplines all discovered the exact same thing...

Last year, more than 100 academics chose to join the faculty of the University of Windsor. By researching their career options with an open mind, they all discovered something remarkable: that life in Windsor's smaller, more intimate and more focused academic community presents surprisingly attractive benefits. These include a welcoming and collegial campus atmosphere, aggressive salary policies, a lower cost of living, and the invigorating lifestyle of a major international twin-city metropolis.

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UNIVERSITY OF WINDSOR

NEWS

Newsline

UPEI Joins Ranks of Unionized Faculty

The University of Prince Edward Island Faculty Association successfully concluded its unionization drive with the Aug. 2 certification order of the PEI Labour Relations Board. Whereas the faculty association had previously represented only full-time teachers, it will now bargain for all academic staff engaged in teaching in a university degree course and/or engaged in research and all librarians. The bargaining unit includes term, probationary and tenured faculty, and sessional lecturers. Clinical instructors in the school of nursing and faculty of the Atlantic Veterinary College are also included in the unit. UPEIFA past president Don Gillis, who filed the certification application in February, and president Richard Kurial led the faculty association's team in lengthy negotiations with the employer that resulted in agreement on the description of the bargaining unit as well as the appropriate list of employees in the unit at the time of filing of the application. The PEI Labour Relations Board determined the union had such majority support in the membership cards submitted that no representation vote was required. Under PEI law, the Labour Board has discretionary authority to order a vote."Our negotiations ended with a full and fair description of our unit," Gillis said. "Since we knew we had majority support in all groups, we were able to concentrate on setting the best possible foundation for bargaining." The association has served formal notice to bargain and has held preliminary meetings with the employer. "We are assembling a team of negotiators that reflects the fact that UPEIFA now represents all teachers, whether full-time or contract academic staff," Kurial said. Bargaining continues this fall as the association seeks its first collective agreement governed by PEI labour law.

CAUT Joins NEAR

To combat abuses of academic freedom and human rights in education, CAUT has joined a new worldwide alert network. The UNESCO-funded Network for Education and Academic Rights (NEAR) disseminates information on academic rights violations to its member organizations throughout the world and posts "alerts" on its web site www.nearinternational.org.

Contract Academic Staff Certified at Acadia University

Acadia University Faculty Association is now the certified union for a new bargaining unit of contract academic staff. In June, the Nova Scotia Labour Relations Board issued a certificate after a hearing to determine the composition of the bargaining unit. AUFA applied for certification April 9 and a vote of the contract academic staff was held April 12. The association signed up almost 100 members during a three-month campaign. The Labour Board's count of ballots showed 89 per cent support unionization. The new unit includes all part-time academic staff who are employed under letters of appointment from the university and those on contract with the division of continuing and distance education. Dianne Looker, AUFA's past president, said she was pleased to end her term as president with this success. "A key issue for the association was defeating the employer's attempt to exclude from the bargaining unit those teachers who receive remuneration from external sources," she said. Incoming president Soren Bondrup-Nielsen and AUFA's executive now move on to bargaining a first agreement for the new unit.

Ontario Scraps Plans for Megatribunal

Ontario has abandoned its plan to create a unified tribunal for all workplace related disputes Labour Minister Chris Stockwell confirmed July 6. "This is a victory for the many labour and equity groups that fought the proposal," said CAUT president Tom Booth. The proposed "megatribunal" would have replaced the Ontario Labour Relations Board, the Ontario Human Rights Board of Inquiry, the Pay Equity Hearings Tribunal, and several other agencies and tribunals responsible for most workplace related disputes. "Unfortunately, at the same time as the Ontario government is backing away, we find the same threat federally," Booth noted. The Public Service Commission Advisory Council has outlined a unified recourse approach which includes establishing a single process that integrates all employment-related complaints in the Public Service, including human rights.

Homework!

Finding Correct Time

Joe's clock has stopped, and he has no way of getting the correct time at his home. So he winds the clock up to make it go, and sets it at random. He then walks to the house of his colleague, Stockwell. Stockwell has a functioning clock that reads the correct time. Eventually, Joe leaves and walks home following the way he came. Upon arrival at his house, he sets his clock to the correct time. How did he do this?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A9.**

Trent Appeal Fails in Court

In a split decision, the Ontario Court of Appeal ruled Aug. 10 that Trent University's board of governors acted within its authority when it decided to close two downtown colleges in defiance of the senate's opposition to the plan.

The majority ruling also supported the university administration's position that the two Trent faculty members who brought the case forward did not have standing to bring a judicial review application challenging the board's resolution.

CAUT president Tom Booth said the decision raises matters of concern to academics across the country.

"We are troubled the court concluded that senators and affected faculty members should not have standing to ask for a judicial review of a board decision that appears to trample legislative rights accorded to a senate," he said. "We are equally troubled with the court's reading of the Trent Act to allow the board to override the senate even on matters of overlapping jurisdiction."

Writing for the majority, Mr. Justice George Finlayson argued that, "In supporting the members of the faculty and alumni who oppose the restructuring plan, the senate lost sight of the broader interests of the university as a whole." He added, "Under the Trent University Act, the board is the keeper of the university purse and has no obligation to indefinitely provide financial support to any policy, educational or otherwise that is draining the coffers of the university, even if that policy originally was agreed upon by both the board and the senate."

Mr. Justice Robert Sharpe's dissent concluded, "Neither the board's power of general governance nor its power of the purse allow it to usurp the role of senate to control, regulate, and determine the educational policy of the university ... The legislation mandates a sharing of powers between the board and the senate with respect to decisions implicating both financial management and educational policy. The evidence relating to past practice supports the conclusion that the concurrence of both bodies was required on the facts of this case."

Sharpe also found that professors Ian McLachlan and Andrew Wernick, one as a member of the senate and both as program heads at a downtown college, satisfy the requirements for public interest standing.

CAUT, which provided financial support to McLachlan and Wernick to take the case to the Ontario Court of Appeal, will decide in September whether to support seeking leave to appeal to the Supreme Court of Canada. ■

Dr. Olivieri Receives Civil Justice Award

University of Toronto clinical professor and researcher Nancy Olivieri has been honoured by the Civil Justice Foundation for exposing the dangers of the drug deferiprone.

Described as a "passionate defender of public safety," Olivieri received the foundation's Community Champion Award in July. The Washington-based foundation, created by the Association of Trial Lawyers of America in 1986, gives its annual awards to "ordinary people who have performed extraordinary deeds for consumer safety." Olivieri received her award for publishing clinical trial results in the *New England Journal of Medicine*, defying a gag order from the drug's manufacturer, Apotex.

In 1998, Olivieri risked her career when she took on the pharmaceutical giant in her fight to disclose that deferiprone, used in the treatment of children with a blood disorder, caused liver damage.

"We have no higher duty, no other duty as a society than to protect our children," Olivieri said, in accepting the award. "When objective studies can be bought by companies, we need sanctuaries for those who are not powerful enough to challenge them." ■

– PHOTO: CARL MURRAY –

Montreal, July 17 — Hamilton lawyer Joan MacDonald (left) presents the Civil Justice Foundation's Community Champion Award to Nancy Olivieri.

Influence Free Medical Journals

New publishing policies aim to preserve scientific integrity.

A dozen of the top medical journals announced in August a policy of rejecting drug company-sponsored studies that do not guarantee scientific independence to researchers or supply them with all the data.

Publications that have agreed to publish a joint statement in mid-September outlining the new policy include the *New England Journal of Medicine, Lancet*, the *Journal of the American Medical Association*, the *Canadian Medical Association Journal*, the *Annals of Internal Medicine* and the *British Medical Journal*.

The journal editors say they will make the researchers accountable for the studies they submit for publication by signing a form acknowledging authorship and "responsibility for all the data."

It is hoped the new policy will give researchers more leverage in dealing with the pharmaceutical industry which is eager to have studies published in these journals because doctors view them as credible sources of information in helping decide what to prescribe.

Marcia Angell, former editor-in-chief of the *New England Journal of Medicine* said in large, company-sponsored drug trials involving multiple hospitals all of the information is typically held by the company and not even the principal investigator may see all of the data.

The international science journal *Nature* is going one step further. On Aug. 23 it announced it would start asking authors to disclose financial conflicts of interest in their submitted papers. The journal will release the information with the published papers.

Nature editor Philip Campbell said the policy is meant to "maintain readers' trust in the integrity of the research we publish. If financial interests are disclosed, readers will be able form their own judgements of possible bias." ■

Jury Awards $8 million in Paxil Case

In a precedent-setting decision, a federal court jury in the United States District Court in Cheyenne, Wyoming unanimously found that GlaxoSmithKline's antidepressant Paxil caused a man to kill three family members and himself and awarded survivors from two families $8 million in damages.

The verdict is one of the first against a member of the widely prescribed family of antidepressants known as serotonin reuptake inhibitors (SSRIs). The drug company has indicated it will appeal the decision.

Dr. David Healy and Harvard psychiatrist Dr. John T. Maltsberger testified as expert witnesses in the Wyoming case on behalf of the plaintiffs. Their testimony was found pivotal in the judgment of the court and the award by the jury.

Healy has long argued that pharmaceutical companies have a duty to warn about the risk of suicidal ideation and/or violent behaviour arising in some patients from the use of the most widely prescribed antidepressants such as Paxil, Prozac and other SSRIs. He has criticized the pharmaceutical industry for failing to issue appropriate warnings and the misuse of clinical studies in promoting the safety of the drugs.

Protagonists believe his critical comments about the role of drug companies in medical research and medical practice, coupled with his views about SSRI-induced violence, led to the University of Toronto and the Centre for Addiction and Mental Health rescinding his contract of employment late last year after he spoke at an international colloquium at the university.

CAUT is representing the University of Toronto Faculty Association in a policy grievance which alleges the university breached its obligations respecting academic freedom by rescinding Healy's contract.

The grievance is now before the university's grievance review panel. ■

CAUT Condemns Recognition of Newest For-Profit University

At a time when Canada's & New Brunswick's public universities are badly underfunded, any public money going to private universities is too much.

Just months after the government of Alberta's decision to recognize the DeVry Institute of Technology as a private university, the province of New Brunswick has followed suit with its first for-profit degree-granting institution. In June, Internet-based Lansbridge University was given degree-granting status by the province's Ministry of Education.

The university, owned and operated by Ottawa-based Learnsoft Corporation, currently offers both a Master of Business Administration program and an Executive Master of Business Administration program via the Internet.

CAUT has called on the government of New Brunswick to reconsider its decision to officially recognize the privately-owned and for-profit university. In a letter to Premier Bernard Lord, CAUT president Tom Booth expressed "strong opposition" to New Brunswick's accreditation of Lansbridge University.

"This decision has negative implications for the people of New Brunswick and for all Canadians," Booth said. "Already, Lansbridge and Learnsoft have received more than $600,000 in public grants and loans. At a time when Canada's and New Brunswick's public universities are badly underfunded, any public money going to private universities is too much."

Booth also warned that additional public money will likely flow to Lansbridge. "Given that the federal and provincial governments guarantee student loans and offer interest relief, the student loan program subsidizes private post-secondary institutions," he said. "In fact, the highest rate of default on student loans is among students at private institutions."

Students at Lansbridge will be eligible for tuition fee and education tax credits and those who graduate with student loans will be eligible to claim a tax credit for interest paid. And, according to Booth, "staff at Lansbridge will likely be able to apply for public research grants from federal and provincial sources."

The association also warns about the potential implications the accreditation of Lansbridge will have with regard to Canada's international trade obligations.

"Public services like education are generally protected from trade agreements as long as they are provided by governments, on a not-for-profit basis, and not in competition with other providers," Booth said. "Given that Lansbridge is a for-profit enterprise, we fear its accreditation could expose post-secondary education to the disciplines of trade agreements."

CAUT has asked the Premier to rethink the decision to recognize Lansbridge and to focus energy and resources on supporting New Brunswick's public universities. ■

L'ACPPU condamne la reconnaissance des universités à but lucratif

TOUT juste quelques mois aprés la décision du gouvernement de l'Alberta qui reconnaissait le DeVry Institute of Technology à titre d'université privée, la province du Nouveau-Brunswick emboîte le pas en reconnaissant pour la première fois un établissement à but lucratif conférant des grades universitaires. En effet, c'est en juin que le ministère de l'Éducation de cette province a donné le pouvoir à la Lansbridge University, un établissement assurant la prestation de l'enseignement par Internet, de décerner des grades ou des diplômes.

Cette université, appartenant á Learnsoft Corporation á Ottawa et gérée par cette dernière, offre présentement un programme de maîtrise en administration des affaires (MBA) et un programme de MBA pour gens d'affaires par l'entremise d'Internet.

L'ACPPU a demandé au gouvernement du Nouveau-Brunswick de revoir sa décision sur la reconnaissance officielle de l'université privée á but lucratif. Dans une lettre adressée au premier ministre Bernard Lord, le président de l'ACPPU, Tom Booth, a exprimé sa « forte opposition » à l'agrément de la Lansbridge University par le Nouveau-Brunswick.

Selon M. Booth, « Cette décision a des répercussions négatives pour les gens du Nouveau-Brunswick et tous les Canadiens et Canadiennes. À ce jour, la Lansbridge University et Learnsoft ont déjá reçu plus de 600 000 $ en subventions publiques et en prêts. Compte tenu du sous-financement important auquel sont aux prises présentement les universités publiques du Canada et du Nouveau-Brunswick, on ne peut se permettre d'accorder du financement public à des universités privées. »

M. Booth a également lancé la mise en garde selon laquelle la Lansbridge University recevra probablement d'autres fonds publics. Il a ajouté : « Étant donné que les gouvernements fédéral et provinciaux garantissent les prêts étudiants et offrent l'exemption d'intérêt, le programme de prêts étudiants subventionne les établissements postsecondaires privés. En fait, on enregistre le taux le plus élevé des prêts étudiants non remboursés chez les étudiants et étudiantes fréquentant des établissements privés. »

Ainsi, les étudiants et étudiantes à la Lansbridge University pourront se prévaloir des crédits d'impôt pour études et droits de scolarité, et ceux qui auront toujours un prêt aprés l'obtention de leur diplôme pourront réclamer un crédit d'impôt pour l'intérêt payé. En outre, selon M. Booth, « le personnel enseignant à la Lansbridge University pourra probablement présenter une demande en vue d'obtenir des subventions de recherche publiques auprés des sources fédérales et provinciales ».

L'Association lance également une mise en garde concernant les répercussions potentielles de l'agrément de cette université sur les obligations commerciales internationales du Canada.

« En général, les services publics, comme l'éducation, ne sont pas soumis aux exigences des ententes commerciales s'il s'agit de services á but non lucratif fournis par des gouvernements qui ne sont pas en concurrence avec d'autres prestateurs », a affirmé M. Booth. « Comme la Lansbridge University est une entreprise á but lucratif, nous craignons que son agrément puisse exposer l'enseignement postsecondaire aux disciplines des ententes commerciales. »

L'ACPPU a demandé au premier ministre de revoir sa décision sur l'agrément de la Lansbridge University et de concentrer ses efforts et ses ressources á appuyer les universités publiques du Nouveau-Brunswick. ■

Traduit de l'article « CAUT Condemns Recognition of Newest For-Profit University ».

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L'Académie des lettres et des sciences humaines et l'Academy of Humanities and Social Sciences de la Société royale du Canada remettront pour la première fois en novembre 2002 leur Prix pour l'étude du genre, créé en 1999.

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Date limite 1er décembre 2001.

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Le financement de l'éducation diminue

SELON un rapport publié le 3 août par l'ACPPU, les dépenses réelles par habitant des provinces pour l'enseignement postsecondaire en 2000–2001 ont chuté pour la deuxiéme année consécutive, en dépit d'une augmentation des transferts de fonds fédéraux destinés á appuyer les universités et les collèges.

L'étude intitulée *L'insuffisance du financement de plus en plus marquée* démontre que les dépenses provinciales pour les collèges et les universités ainsi que pour la formation ont diminué de 3,2 p. 100 en 2000–2001 par rapport á l'année précédente. Ces diminutions de financement ont touché plus sérieusement l'Ontario (-9,0 p. 100) et l'Alberta (-5,6 p. 100). On note une augmentation des dépenses seulement à Terre-Neuve, au Manitoba, en Saskatchewan et en Colombie-Britannique.

D'aprés le rapport, « en raison de la derniére diminution de financement provincial, les dépenses réelles par habitant sont présentement 20 p. 100 en dessous du niveau de 1992–1993. Il faudrait injecter immédiatement plus de 2 milliards de dollars pour ramener les dépenses provinciales au niveau de 1992–1993. »

Selon le rapport, les dépenses dans le domaine de l'enseignement postsecondaire ont diminué dans presque toutes les provinces, et ce, même si le gouvernement fédéral a augmenté les paiements en vertu du Transfert canadien en matiére de santé et de programmes sociaux (TCSPS).

Les provinces exigent du gouvernement fédéral qu'il fournisse 7 milliards de dollars supplémentaires par année pour répondre aux besoins de leurs programmes de santé, d'éducation et de services sociaux.

Selon le rapport, « le gouvernement fédéral a de bonnes raisons d'être sceptique concernant les intentions des premiers ministres des provinces. Même si la partie des paiements réelle par habitant du TCSPS a augmenté de plus de 17 p. 100 de 1998 á 2000, les dépenses provinciales réelles par habitant pour l'enseignement postsecondaire ont diminué de presque 4 p. 100 pendant cette période. »

L'étude démontre que, pour la premiére fois en trois ans, les subventions provinciales de fonctionnement réelles par habitant accordées par les provinces aux universités ont augmenté en 2000–2001, mais qu'elles demeurent toutefois en dessous des niveaux de 1992–1993.

Le soutien de base des provinces aux universités et aux collèges universitaire est toujours inférieur de 27 p. 100 á celui en 1992–1993. ■

Traduit de l'article « Provinces Not Passing Increases to Fund PSE ».

Lauréate de la bourse J.H. Stewart Reid

CETTE année, une étudiante en biologie á l'University of Victoria, Jean Elisabeth Marcus, est la lauréate de la bourse commémorative J. H. Stewart Reid de l'ACPPU.

Mme Marcus a obtenu une maîtrise en sciences de l'University of Victoria et y est présentement inscrite au doctorat. Ses études portent sur l'écologie communautaire des bouches hydrothermales sous-marines — soit des sources hydrothermales constituant un milieu dans lequel vivent des masses d'animaux de la faune des invertébrés.

L'objectif principal de sa thése vise á documenter quantitativement le changement communautaire á des bouches du volcan Axial Seamount, qui se trouve sur la crête de Juan de Fuca dans le nord-est du Pacifique. Les données recueillies par Mme Marcus démontreront comment les espéces vivant prés des bouches hydrothermales réagissent á la destruction et á la création de l'habitat.

En effet, Mme Marcus affirme : «il s'agit-lá de renseignements très importants, car les compagnies minières se penchent présentement sur la possibilité d'extraire des métaux précieux et des sulfides á ces bouches». Elle est l'auteure de plusieurs publications et de communications. Elle s'est également méritée un certain nombre de bourses d'études et des bourses de recherche du Conseil de recherches en sciences naturelles et en génie.

L'ACPPU a créé la bourse commémorative J. H. Stewart Reid grâce á des contributions volontaires des associations et des syndicats de professeurs ainsi que de professeures et professeurs de partout au Canada dans le but de commémorer le premier secrétaire général de l'Association. La bourse est offerte aux Canadiens ou résidents permanents inscrits au doctorat dans une université canadienne. ■

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Equity News

UBC Med School Ups Aboriginal Admissions

THE University of British Columbia's medical school has implemented an employment equity initiative to offset historic discrimination against aboriginal persons. The university has committed to ensuring that up to 5 per cent of its first-year admissions are aboriginal students. "Aboriginals face inherent difficulties in becoming physicians," the school's dean John Cairns was quoted saying in the *Vancouver Sun* Aug. 28.

Cairns echoed a familiar sentiment that the school must be "more proactive in getting aboriginal students the necessary education they need to become physicians."

In real numbers, a target of 5 per cent translates into six aboriginal students entering the medical program each year, beginning in the fall of 2002.

According to Cairns, other medical schools, including ones at the universities of Alberta, Ottawa and Saskatchewan have targets to improve the admissions of aboriginal students.

Rosemary Morgan, CAUT's equity officer, says setting targets is not simply the adoption of a quota system which undermines the merit principle. "Modern employment equity targets, unlike the impugned quota systems in the U.S.'s heyday of affirmative action programs, do not require the goal be met, but do require the goal be attempted in good faith and with a comprehensive systematic effort," she said.

The UBC target is intended to reduce the serious under-representation in the province's only medical school, Morgan said.

In the school's 51-year history, only six aboriginals have graduated, all within the last four years. The UBC Faculty of Medicine currently has 11 aboriginal students enrolled in the undergraduate program.

Universities Must Act on Accommodation Issues

IN June, the University of British Columbia Faculty Association released the results of its first survey of disability accommodation at UBC. The results indicate more than 150 faculty members have experienced disability, and many continue to face barriers to inclusion and well-being in the workplace.

Respondents have concerns associated with a range of physical and/or mental impairments, including back problems, mental health, alcoholism, depression, chronic pain, hearing loss, low vision, cancer, arthritis and heart disease.

The survey reveals different strategies used by faculty members to attempt to meet the accommodation needs associated with illness and impairment – both those which utilized institutional resources, and those which did not. The latter included strategies of trying to 'make do,' such as not disclosing an illness or impairment, and struggling to work without needed accommodations.

"The personal risks and suffering associated with such strategies should not be underestimated," said educational studies professor and report co-author Allison Tom. "Respondents mentioned fears about employers or co-workers finding out about chronic illness and impairment, worsening health, and ultimately losing their jobs or academic careers."

The faculty association report adds to a growing body of evidence indicating that disabled workers often have difficulty obtaining the information and support services they need, even for those services that are available.

The report also draws attention to the role of the academic culture in discouraging the accommodation of disabled faculty members: "the university environment makes it difficult to acknowledge disability and request accommodation. Faculty peers are capable, high achieving individuals and the academic culture rewards high performance and demanding schedules."

Tom said addressing the needs of ill or disabled faculty members in Canadian universities is a pressing challenge. "It will require leadership and vision if we are to create academic workplaces that not only accommodate faculty and staff with disabilities, but also help to prevent others from becoming disabled in the first place," she said.

Although employers often fear that accommodating disabled workers will be an overwhelming and expensive task, there is growing evidence that most accommodations are neither elaborate nor costly. The report states the number of UBC faculty members needing accommodation due to illness and impairment "is neither trivial nor overwhelming." Evidence of some "success cases" suggests solutions are possible but "there is a need for system-wide solutions."

The report recommends formulation of explicit university accommodation policy for faculty, staff, and job applicants with disabilities, design and implementation of a partial disability program, and implementation of a campus-wide campaign to educate the university community on the nature of disability and the cultural and personal biases surrounding it.

The full report will be available this fall at www.facultyassoc.ubc.ca. For more information and/or a copy of the report contact Allison Tom (allison.tom@ubc.ca).

CAUT Launches New Course

Certified Instructors (from left to right) — Bill Graham (CAUT past president), Mercedes Steedman (Laurentian), Neil Tudiver (CAUT chief negotiations officer), Howard Pawley (Windsor), Claudia Vincencio (Western Ontario), Jim Turk (CAUT executive director), and John Wilson (Waterloo) spent two days in class Aug. 30–31.

CAUT has launched a program to train members to be instructors in its newest educational course. The program prepares experienced local leaders to offer CAUT's representative training course to local associations across the country. The first group of CAUT instructors included Bill Graham, Howard Pawley, Mercedes Steedman, Claudia Vincencio and John Wilson.

"We are delighted at the first group to complete the instructor program," said CAUT executive director Jim Turk. "All have been outstanding leaders in their own associations and will bring a wealth of experience and knowledge to courses they offer on behalf of CAUT. It will allow us to greatly expand our educational work."

A second group will be trained within the next few months.

Representative training is a new CAUT course designed for people who serve on local association boards, councils, executives, and stewards' bodies and for those who might want to become active in future. The course reviews the history and activities of faculty associations; the roles and responsibilities of elected representatives; the legal obligations of associations and their leaders; and explores ways that faculty association representatives can effectively deal with challenges their associations confront.

"With the continuing turnover in local association leadership and with a large number of long-time active members planning to retire in the next few years, this course is vital if we are to fulfill our obligations to our members," said CAUT president Tom Booth. "We have set a target of having one per cent of CAUT individual members take this course each year."

Already this course has been sponsored by the faculty associations at Bishop's, Dalhousie and Laurentian. ■

For more information contact Paul Jones (jones@caut.ca).

SFU Concludes Inquiry into Noble Case

SIMON Fraser University investigator Lyman Robinson submitted his report on the David Noble appointment to the J.S. Woodsworth chair in humanities to SFU president Michael Stevenson in late July.

Robinson's principal recommendation was that the appointment process should continue. He also concluded that there has not been any compromise of academic freedom.

The appointment process was stalled earlier this year after the intervention by Simon Fraser's dean of arts, John Pierce. Pierce proposed the search be terminated and a new search be initiated in the fall of 2001. His intervention came right after the department of humanities had been asked by the university appointments committee (UAC) to provide additional information so it could complete its recommendation to the president of the university.

President Stevenson announced that he accepted Robinson's recommendation to allow the department and the UAC to complete their work. He added also that he was committed to accepting the UAC's recommendation regarding Noble's appointment.

Robinson, a lawyer and retired associate vice president of legal affairs at the University of Victoria, was appointed on May 29, 2001 by the president of Simon Fraser University to conduct an inquiry into the search process and procedures that were utilized with regard to the recommendation of Noble to hold the J.S. Woodsworth chair.

Noble had been recommended by the humanities department for the endowed chair. Robinson's appointment came after numerous complaints at SFU that the department's recommendation was derailed by the dean of arts, and after CAUT's Academic Freedom and Tenure Committee appointed Howard Pawley and Gordon Shrimpton to conduct an independent inquiry into the case.

In his report, Robinson concluded Noble's academic freedom was not violated because Noble did not have an employment relationship with SFU. "Academic freedom is part of the employment contract between a professor and the employing university," Robinson wrote. "At the present time, Dr. Noble is not an employee of Simon Fraser University. Therefore, the university cannot have compromised the academic freedom of Dr. Noble."

After Robinson tabled his report, the *Globe and Mail* released an e-mail from Stevenson, obtained from the university through a freedom of information request, that showed Stevenson had opposed Noble's appointment at a critical stage in the process.

On Jan. 23, 2001, Stevenson, who has steadfastly denied he took any steps to block Noble's appointment, wrote SFU vice-president John Waterhouse on learning of Noble's possible appointment, "I touched base with John Pierce this afternoon. I would be glad to discuss in detail, but I'd avoid this appointment like the plague."

In a message to the SFU community, Stevenson indicated he had discussed the controversial e-mail with Robinson and that "Robinson found nothing in the e-mail or my comments during our discussion to qualify his conclusion that the process governing Dr. Noble's proposed appointment to the J.S. Woodsworth chair worked properly, with all parties acting in good faith and in conformity with the relevant university policies." ■

Linking Science with Corporations

A NEW web site launched earlier this year by the Washington-based Center for Science in the Public Interest is disclosing the links between hundreds of scientists and their corporate partners.

The site also provides information about some of the corporate support received by dozens of professional, health, and nonprofit organizations, including such organizations as the International Life Sciences Institute, American Council on Science and Health, and American Dietetic Association.

CSPI executive director Michael F. Jacobson said: "Corporations increasingly are funding academic scientists to conduct research, speak at press conferences, and provide advice. Too frequently, neither the scientists nor the corporations disclose that funding."

The database provides partial information about more than 1,100 scientists' and nonprofit organizations' direct or indirect current or past relations with industries and there are plans to expand the list in the coming months. Project coordinator Ronald Collins says inclusion in the database does not imply the listed parties have had improper motives or acted unethically. And, similarly, absence from the database should not be interpreted as absence of business relationships.

Concern about scientific conflicts of interest has soared in recent years, thanks in part to controversies such as the *New England Journal of Medicine*'s failure to enforce its disclosure guidelines.

"Important health and environmental policies can be distorted by scientists who assert objectivity, but who receive funding from affected industries," Jacobson said. "The result could be more pollution, unsafe food additives, and dangerous consumer products."

Collins said he hopes the site will encourage journalists to report on scientists' funding from industry. "All too often reporters quote scientists without providing the public with needed information about their ties to industry, thus giving the impression that they have no such affiliations." ■

Making the Link

The Integrity in Science project is concerned about the link between industry and science and how the demands of the former can undermine the public-interest mission of the latter. Conflicts of interest, biased studies, and secrecy all war with science's truth-seeking objective. In matters related to food, health, and the environment, this project seeks to diminish that problem by, among other things:

- **Conducting research to identify conflicts of interest or competing interests, especially by scientists who are on important government and non-government advisory committees.**
- **Publicizing facts about scientists with conflicts of interest.**
- **Encouraging policy-makers, legislative bodies, universities, and scientific journals to seek greater balance on committees and to require full public disclosure of all conflicts of interests or competing interests.**
- **Encouraging journalists to question scientists and others about possible conflicts of interests and inform the public about them.**
- **Working with organizations, scientists, and journalists to make science more open; and by organizing and participating *in symposia concerning all of* the above.**

Make the link on the Net at www.IntegrityInScience.org.

ICT Could Be Death Knell of Professoriate

From PAGE A3

"And here, now, this little loop of tape in the box before Paul, here was Rudy as Rudy had been to his machine that afternoon — Rudy, the turner-on of power, the setter of speeds, the controller of the cutting tool. This was the essence of Rudy as far as his machine was concerned, as far as the economy was concerned, as far as the war effort had been concerned. The tape was the essence distilled from the small, polite man with the big hands and black fingernails; from the man who thought the world could be saved if everyone read a verse from the Bible every night; from the man who adored a collie for a want of children; from the man who…

"What else had Rudy said that afternoon? Paul supposed the old man was dead now — or in his second childhood in Homestead. Now, by switching in lathes on a master panel and feeding the signal from the tape, Paul could make the essence of Rudy Hertz produce one, ten, a hundred, or a thousand of the shafts." ■

Michael Kompf teaches in the faculty of education at Brock University.

References: Vonnegut, K. (1952). *Player Piano*. New York: Dell (pp. 9–10)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

Ce qui se cache derrière les chiffres

Même si les chiffres de Statistique Canada révèlent un certain redressement, la question du financement demeure un problème central dans le secteur de l'éducation.

ROLAND CÔTÉ
Conseil provincial du soutien universitaire

CAROLE DEMERS
Fédération du personnel professionnel des universités

ARPI HAMALIAN
Fédération québécoise des professeures et professeurs d'université

ANDRÉE MAYER-PÉRIARD
Fédération étudiante universitaire du Québec

PIERRE PATRY
Fédération nationale des enseignantes et enseignants du Québec (CSN)

DENIS SYLVAIN
Fédération des associations étudiantes universitaires québécoises en éducation permanente

MICHEL TREMBLAY
Fédération des professionnels

STATISTIQUE Canada dévoilait la semaine dernière les revenus annuels des universités canadiennes. Dans les médias, ces chiffres ont vite été repris, la plupart coiffés d'un titre éclatant qui pourrait laisser croire que, enfin, le problème du financement des universités est définitivement réglé. On a parlé de revenus records, souligné l'injection de fonds par les différents paliers de gouvernement. Bref, l'heure était à l'allégresse.

Pourtant, à l'étude, les chiffres énoncés révélaient une situation beaucoup plus complexe qu'au premier coup d'oeil, notamment en ce qui concerne la provenance de ces revenus ainsi que la santé financière actuelle des universités. L'emballement aurait-il été trop rapide? Voyons ce qu'il en est véritablement.

Selon Statistique Canada, les universités auraient déclaré des revenus records de 14,9 milliards de dollars, une hausse de 15,7 % en 1999–2000 par rapport à l'année financière 1998–1999. Soit. Mais pour avoir une véritable perspective, il faut regarder l'évolution sur une plus longue période. Ce faisant, nous constatons que le financement actuel des universités n'a fait que revenir au niveau des années 1993–1994. En effet, calculé en dollars constants, le financement des universités pour cette année s'élevait à 14,34 milliards de dollars. Une différence d'un peu plus de 500 millions de dollars avec le niveau de financement actuel. Étalée sur six ans, dans un secteur où les besoins vont toujours croissant et où la concurrence se fait toujours plus forte, il s'agit d'une bien pauvre augmentation! Voilà qui fait déjà un peu déchanter. Nos universités sont toujours branchées au respirateur artificiel; on a peut-être augmenté la quantité d'oxygène dans leurs tuyaux, mais nous ne les avons toujours pas ramenées à la vie.

Nous nous rappelons tous les importantes compressions effectuées dans le réseau de l'éducation, quand les gouvernements se sont donné comme but d'atteindre le déficit zéro. Il est assez aisé de comprendre que la pression énorme exercée sur les administrations universitaires par ces compressions a eu des conséquences directes sur plusieurs plans. La première conséquence directe a été une baisse de la qualité des services offerts: non-remplacement des professeurs mis à la retraite (il manque actuellement 1500 professeurs, soit l'équivalent du personnel enseignant d'une grande université!), renouvellement insuffisant des équipements de pointe (ordinateurs, matériel de laboratoire, etc.), compressions draconiennes dans le nombre d'employés de soutien (des centaines de postes ont été abolis, ce qui est dramatique puisqu'il s'agit là d'un débouché majeur pour de nombreux étudiants), incapacité de nos bibliothèques à rejoindre la moyenne nord-américaine, etc.

On remarque aussi, non sans inquiétude, que les universités, pour pallier le sous-financement dont elles étaient victimes, ont entrepris de diversifier leurs sources de revenus. En regardant les chiffres de Statistique Canada, on voit bien l'effet de cette diversification. Au Québec seulement, les contrats non gouvernementaux (c'est-à-dire des ententes entre les universités et des partenaires privés) et la vente de produits et services totalisent 16,9 % du financement des universités et tout indique que le pli est pris et que la tendance est à la hausse. Cela pose de nombreux problèmes. D'une part, se cachent derrière la vente de produits et services des frais injustifiés exigés directement des étudiants. Ceux-ci doivent débourser des montants de plus en plus élevés pour obtenir des relevés de notes, des attestations d'études, parfois même pour l'émission de leur diplôme! D'autre part, l'intrusion du privé dans l'éducation pose toujours les mêmes problèmes, notamment une remise en cause d'une des vocations premières des universités, qui est et doit rester la formation des étudiants. Craindre pour l'autonomie des universités face à leurs nouveaux débiteurs devient de plus en plus légitime. En effet, les compagnies privées qui financent la recherche universitaire ont une tendance naturelle à orienter cette recherche vers des domaines qui les intéressent directement.

Le même type de problème se pose lorsque l'on observe la tendance du gouvernement fédéral à financer les universités par l'entremise des fondations privées. Ces organismes ne sont pas imputables, ce qui est un problème en soi. De plus, l'autonomie de ces organismes fait qu'ils ne respectent pas toujours les priorités provinciales, que ce soit dans le domaine de l'éducation, qui est pourtant de la compétence exclusive du gouvernement provincial, ou encore dans la sphère de la recherche. Il ne s'agit pas seulement de financer les universités, encore faut-il voir dans quel esprit cela se fait. À ce titre, les fondations privées du gouvernement fédéral et le financement conditionnel du gouvernement provincial soulèvent beaucoup de questions.

On voit donc que la question du financement des universités demeure un problème central dans le secteur de l'éducation. Il ne faut pas, bien entendu, nier les efforts qui ont été faits dernièrement par les gouvernements pour améliorer la situation. Il faut toutefois comprendre que, jusqu'à maintenant, nous avons fonctionné en mode de rattrapage. Certes, ce que les chiffres de Statistique Canada révèlent, c'est un certain redressement, mais aussi l'inquiétude qui peut naître de l'évolution actuelle des modes de financement de nos universités et l'incertitude en ce qui concerne l'avenir de notre réseau d'éducation public. Car il n'y a pas que les universités qui soient concernées. La grande chaîne que forme le réseau d'éducation québécois ne peut se permettre de maillons faibles. Chaque niveau doit être équipé de façon à pourvoir l'étudiant d'une formation de grande qualité, de l'école primaire jusqu'aux études avancées. Or le financement, dans sa quantité comme dans sa qualité, se révèle le fer de lance de cette capacité de formation.

Ce qui est à espérer, c'est que les gouvernements concernés feront dorénavant montre d'une véritable volonté de financer le réseau de l'éducation à un niveau qui lui permette de se tourner vers l'avenir, de se développer à long terme et de faire face avec brio aux nouveaux défis qui se présentent dans le secteur du savoir. Nous aurons certes plusieurs débats, dans les années à venir, sur le rôle et le fonctionnement de ces institutions. ■

Idées, *Le Devoir*, jeudi 16 août 2001. A7(c). Tous droits réservés. Reproduit avec permission.

October 2001
Women's History Month

A National Knowledge Crisis

If Only We Knew: Increasing the Public Value of Social Science Research

John Willinsky. New York: Routledge, 2000; 252 pp; paper $38 US.

By JOHN HARP

JOHN Willinsky has written a provocative and informative analysis of why social scientists need to improve the contribution their research makes to public knowledge. He argues that the public value of knowledge can be improved, and he discusses how access to this knowledge will help people to make greater sense of the world. In addition he calls for new public spaces for social science knowledge designed to improve the quality of knowledge and provide for greater participation in the public sphere. Given a generally recognized need for a revitalized public sphere, this project warrants our attention.

The book is divided into three sections entitled "Knowledge," "Social Science," and "Politics." Willinsky situates his discussion of knowledge within what he calls "Knowbis Economies." He accepts an information society model that includes a centrality of information facilitated by innovation in technology. Indeed, he states that universities must compete in this knowledge economy, which he refers to enthusiastically as the "new civic-spirited approach to knowledge." (p. 47) The academy's defense of its intellectual position within a new knowledge-based economy is described as "rooted in religious and political corporate fervor and remarkably flat and milquetoasty." (p. 53)

However, Willinsky overlooks a voluminous critical literature since the early eighties which argues that our universities have bought into a corporate/state discourse based on neo-liberal policies and as a result have become more technocratic, more utilitarian, and more concerned with selling products than with education. Furthermore, a complex and thorny issue in any discussion of public knowledge relates to how the public will engage with different ways of knowing. Willinsky draws upon his public knowledge project at UBC as somehow resolving this issue by allowing people to make up their own minds. However, I would argue that it is a positivist epistemology that continues in most policy debates to constitute an imprimatur for knowledge.

Perhaps the most interesting section of the book for social scientists is his analysis of the context for social science research. Topics include social contracts, academic freedoms and epistemological theories. These are issues that have dominated debates within social science since the inception of its various disciplines. However, today they resonate within the relatively new context of an information society with its technical possibilities often rationalized in terms of business and industrial interests.

Willinsky cites research programs that are based on close cooperation among researchers, professionals and communities. He describes them as programs that connect the knowledge-scholarship experience. Here participatory action research could also be included since examples from universities across Canada are available. Here, too, one could add Peter Scott's discussion of trans-disciplinarity as a problem-solving capability on the move. A characteristic of such research and one consistent with Willinsky's public knowledge is that results are disseminated not so much through journals and conferences but through the scientific and management skills members of the team carry from one project to another. (Scott 1995, p. 150) Willinsky also calls for research to improve the public process of policy formation.

Reading Willinsky, I am reminded of Stephen Ball's suggestion that three levels of analysis are relevant in policy research, namely analysis of the social economic/political context, the institutional arena, and finally a biographical analysis. This is a major undertaking for any research project to be sure, but knowledge gained could contribute to greater public understanding of the institutions in which we live and work and the larger social and political contexts in which they operate.

Willinsky reminds us that both probability and issues surrounding risk are central to methodological debates within social science. Although it is generally acknowledged (public knowledge) that social science generalizations are couched in probabilistic language/terms, Willinsky also asks who informs people of the moral import and consequences of such knowledge. He grounds his discussion in current debates pertaining to the uses of SAT scores and a critical analysis of racial profiling. Concerning risks, Willinsky states that "social science research must continue to inform prevailing perceptions of how well and fairly the state is helping its citizens to manage the risks it faces." (p. 161) Consequently we also need to emphasize and disseminate as part of public knowledge those alternative social indicators that focus on equity and social justice issues.

Willinsky firmly believes that technology can play a positive role in all this. "It would take little enough effort, within the hyperlinked environment of the web, for researchers to connect their studies on what is at risk and what is possible to sites that can help people implement new programs, obtain grants for innovation or connect to those experimenting with similar possibilities for practice." (p. 170) Technology also has a role to play in an extended function for the footnote now revitalized with the aid of hyperlink technologies thereby expanding scholarly references.

All the good intentions about improving the uses of social science research would be empty platitudes without an explicit theory of politics and political process. For this Willinsky draws selectively upon Dewey, Hannah Arendt, Habermas and John Rawls to promote the idea of deliberative democracy. Simply stated, he has in mind improved ways for citizens to participate in the decisions and policies by which they are governed. Some of these ideas are grounded in a discussion of a public knowledge website on British Columbia's educational policy initiative which is designed to allow teachers, ministry personnel and the public to initiate discussion on policy issues. However, it is here that Willinsky acknowledges that commercial interests are at stake in the battle between private and public interests. This is a perspective I would like to have seen developed more extensively to examine, as Willinsky puts it, "the footrace between private and public interests in the political economy of this information age." (p. 217)

Reflecting both public and private interests, Willinsky mentions sociology's long term concern with its role in the public domain, citing the theme chosen for the 1962 ASA meetings, namely the uses of sociology. A Canadian example that comes to mind is the 1992 book *Fragile Truths*, a collection of articles by anthropologists and sociologists commemorating 25 years of research. This volume reveals the conflicting beliefs and multiple ways of knowing engaged in by its contributors. For social scientists to ask how their research will work in public may well require a new mind set for many, but an even more daunting task is one that involves bringing to public knowledge an understanding of the pluralism that currently exists within the social sciences.

Moreover, if its member disciplines are to be more than knowledge brokers on the Internet, they will indeed require more people researching and reporting on what is really going on at both societal and local levels. University academics continue to play a role in this process as critical public intellectuals in their teaching, research and community activities.

With regard to teaching and given the necessary institutional sites and pedagogical conditions, students will be able to critically study and use the new electronic media in order to engage and transform the public cultures of the university and the wider society. (Giroux 1995, p. 252)

Willinsky's account of the issues involved in directing social science research, in combination with new technologies, toward public ends, is part of a larger ongoing debate about the future of the university and its research activities. As such, the book will attract a wide readership both inside and outside the world of academe. ■

John Harp, professor of sociology and anthropology at Carleton University, was CAUT's 2000–2001 visiting scholar.

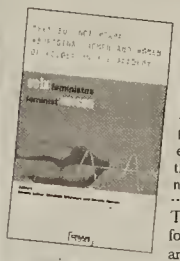
Fragile Truths: Twenty-five Years of Sociology and Anthropology in Canada. William K. Carroll, Linda Christiansen-Ruffman, Raymond F. Currie, & Deborah Harrison, eds. Ottawa: Carleton University Press, 1992.

The Meaning of Mass Higher Education. Peter Scott. Buckingham, U.K.: Open University Press, 1995.

Politics and Policy Making in Education: Explorations in Political Sociology. Stephen T. Ball. London: Routledge, 1990.

"Public Intellectuals and the Crisis of Higher Education." Henry A. Giroux. *Higher Education Under Fire.* Michael Berube & Cary Nelson, eds. London: Routledge, 1995.

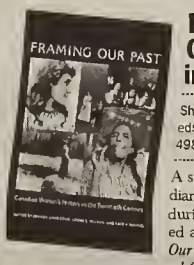
Quick Reviews



Seen But Not Heard: Aboriginal Women and Women of Colour in the Academy

Rashmi Luther, Elizabeth Whitmore & Bernice Moreau, eds. Ottawa: Canadian Research Institute for the Advancement of Women, 2001; 103 pp; paper, non-members $13.95 CA; members $10.95 CA.

This book, the proceedings of a symposium, focuses on the experiences of women of colour and aboriginal women scholars with issues of equity in the academy. The discussion begins with a summary of the editors' research on the experiences of faculty of colour and aboriginal faculty in Canadian universities. The presentations of four invited speakers follow. Patricia Monture-Angus describes her struggles with the process in securing tenure, as an aboriginal woman. Sherene Razack analyzes the role of the 'Native Informant' and the spaces that racialized immigrant women are allocated in the university. Wanda Thomas Bernard shares her personal struggle with the daily obstacles, the visible and invisible demands on her time and Joanne St. Lewis shows us how systemic racism in the university is demonstrated in the way we do our scholarship, our teaching, our interaction. This book calls for a 'new beginning' guided by the analysis and strategies presented.



Framing Our Past: Canadian Women's History in the Twentieth Century

Sharon Anne Cook, Lorna McLean & Kate O'Rourke, eds. Montreal: McGill/Queen's University Press, 2001; 498 pp; hardcover $45 CA.

A startling collection that gives voice to Canadian women's experiences and accomplishments during the twentieth century. Lavishly illustrated and written for a broad audience, *Framing Our Past* offers insights into the lives of individual Canadian women, the obscure as well as the better-known, who pioneered new activities or expanded the boundaries of women's traditional roles. On topics ranging from everyday life to education, politics, health, and economics, we see how women in Canada have contributed to and been influenced by the transformation of societies around the world. With introductory essays by historians, *Framing Our Past* emphasizes the lived experiences of women: their participation in many areas of social life from consumer activism to social work, peace movements and royal commissions.

Quick Reviews produced from information supplied by publishers.

Answer to Homework!

From page A4. Joe knows from his own clock how long he was absent from home, and from Stockwell's clock how long he was at his house. The difference is the time required to walk there and back, so he adds half this difference to the time on Stockwell's clock when he left to set his own clock when he gets home.

CALL FOR NOMINATIONS

Milner Memorial Award

The Milner Memorial Award honours the distinguished contributions to the cause of academic freedom by James Milner, a former chairperson of CAUT's Academic Freedom & Tenure Committee.

Recipients are people who have made distinguished contributions to the cause of academic freedom, through the actions they have taken or through writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community.

Nominations must be accompanied by a statement of why the nominator feels the nominee qualifies for the award and whatever other appropriate documentation is necessary to illustrate and support the nominee's contribution.

Nominations should be addressed to: Academic Freedom & Tenure Committee, CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

More information on the award is available at the CAUT web site: www.caut.ca/english/about/awards/milner.asp.

CAREERS CARRIÈRES

AD INDEX

B1 ACCOUNTING
AGRICULTURAL SCIENCES
ANCIENT PHILOSOPHY
ANESTHESIOLOGIST
ANTHROPOLOGY
B2 APPLIED MATHEMATICS
ART & CULTURE STUDIES
BIOLOGICAL SCIENCES
BIOLOGY
B3 BUSINESS
B4 BUSINESS ADMINISTRATION
B5 CHEMISTRY
B6 CHEMISTRY & BIOCHEMISTRY
CHINESE STUDIES
CLASSICS
B8 COMMERCE
COMPUTER SCIENCE
CRIMINOLOGY
B9 DESIGN
DRAMA
EARTH & ATMOSPHERIC SCIENCES
EARTH & OCEAN SCIENCES
EARTH SCIENCES
ECONOMICS
B10 EDUCATION
ENGINEERING
B13 ENGINEERING EDUCATION
ENGINEERING MATHEMATICS
ENGLISH
B14 ENVIRONMENTAL SCIENCE
ENVIRONMENTAL STUDIES
B15 EXERCISE PHYSIOLOGY
FAMILY STUDIES
FINANCE
FINANCE & MANAGEMENT SCIENCE
FISHERIES ECONOMICS
FRENCH STUDIES
GEOGRAPHY
B16 GEOGRAPHY/GEOMATICS
GEOLOGY
GERMAN
HEALTH POLICY & MANAGEMENT
B18 HISTOIRE
HISTORY
HISTORY IN ART
B19 HISTORY & PHILOSOPHY OF SCIENCE
HOLOCAUST & EASTERN EUROPEAN JEWRY
HUMAN ECOLOGY
INDIGENOUS STUDIES
INFORMATION SYSTEMS
INFORMATION TECHNOLOGY
INTERIOR DESIGN
B20 INTERNATIONAL DEVELOPMENT STUDIES
KINESIOLOGY
LAW
LIBRARY
LINGUISTICS
MANAGEMENT
B21 MANAGEMENT ACCOUNTING & CONTROL
MANAGEMENT OF TECHNOLOGY
MARKETING
MATHEMATICS
B22 MATHEMATICS & ENGINEERING
MATHEMATICS & STATISTICS
MATHÉMATIQUES ET STATISTIQUE
MEDICAL GENETICS
MEDICINE
B23 MEDIEVAL STUDIES
MICROBIOLOGY
MUSIC
NEPHROLOGY
NEUROLOGY
NURSING
ORGANIZATIONAL BEHAVIOUR
B24 PATHOLOGY
PEDIATRICS
PHARMACOLOGY
PHILOSOPHY
PHILOSOPHY OF EDUCATION
B25 PHYSICAL EDUCATION & RECREATION
PHYSICAL SCIENCES
PHYSICS
PHYSICS & ASTRONOMY
PHYSIOLOGY
B26 POLITICAL SCIENCE
PROSTHODONTICS
PSYCHOLOGIE
PSYCHOLOGY
B27 PSYCHOLOGY/ MULTIVARIATE STATISTICS
RELIGIOUS STUDIES
B28 RESOURCE/ENVIRONMENTAL ECONOMICS
SCIENCE & TECHNOLOGY STUDIES
SOCIAL WORK
SOCIOLOGY
B29 SOCIOLOGY & ANTHROPOLOGY
SPANISH
STATISTICAL & ACTUARIAL SCIENCES
STATISTICS
B30 SURGERY
THEORETICAL ASTROPHYSICS
VISUAL ARTS
ZOOLOGY
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CAUT BULLETIN *Right on Target for Academics.*

ACCOUNTING

SAINT MARY'S UNIVERSITY — The Department of Accounting in the Frank H. Sobey Faculty of Commerce, Saint Mary's University invites applications for three tenure track positions. Appointments will commence January 1, 2002 and/or July 1, 2002. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. Candidates in any area of accounting are invited to apply. The department has identified a particular need in the area of management information systems and expects that one of the positions will be filled by a candidate with this area of specialty. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. With 65 full time faculty and an enrollment of approximately 2,500 full and part-time students, pursuing B.Comm, MBA, EMBA and PhD degrees, it is the largest business programme in Eastern Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of Financial, Managerial, Auditing, Information Systems, and Taxation and Commercial Law courses are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Accounting Department Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, N.S. B3H 3C3, Fax (902) 420-5892. The closing date for applications is November 1, 2001, or when positions are filled.

AGRICULTURAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Agricultural Sciences is seeking applicants to fill a new tenure-track position in Agroecology at the level of Assistant Professor to further strengthen its existing programs and research expertise. Agroecology (agriculture in its ecological context) is one of four integrative themes around which the Faculty has recently reorganized. Please check our web site for more information: www.agsci.ubc.ca. Candidates will be expected to have disciplinary expertise in one of the following four areas: Animal Science: the role of ruminants and/or monogastrics in sustainable agricultural systems. The appointee will be expected to develop creative and innovative research in areas such as animal nutrition, animal waste management, animal biochemistry; forage utilization, and, animal welfare. Soil Environmental Chemistry: the role of soils in protection and enhancement of rural and urban land and water. The appointee will be expected to develop creative and innovative research in areas such as, soil chemistry; clay mineralogy; soil quality; bio-availability of plant nutrients, pollutants in soils; soil remediation; and, ecology. Environmental and Natural Resource Economics: economy and ecology of agricultural, forest and natural resources. The appointee will be expected to develop creative and innovative research in areas such as environmental policy and consumer and producer behavior; dynamic natural resource modeling, international environmental economics — including trade and/or development; agriculture, land and environment, and, air and water quality. Sustainable Food Production/Horticulture: knowledge of sustainable horticulture concepts and practices in agroecosystems. The appointee will be expected to develop creative and innovative research in areas such as pest control, organic and low-input production practices, soil management, crop planning and broad investigations in ecological horticulture. Expertise in any of these disciplines would make a particularly good fit to existing programs, but individual excellence and the ability to work as an "integrator" for interdisciplinary research and teaching in the broader science of agroecology will be a strong factor in the hiring decisions. The successful applicant will have the opportunity to develop and participate in research programs that focus on emerging issues critical for the human food supply such as food security and the sustainable, integrated use of resources. Several collaborative research groups are already working on these issues, combining expertise from areas such as land and environment, plant science, animal science, food science, human nutrition, and sustainable community design. Unique research opportunities are provided by the Animal Welfare Program, the Botanical Garden and Centre for Horticulture, the Wine Research Centre, the Food and Resource Economics Group, the Avian Research Centre, the UBC South Campus Farm, and the UBC Dairy Education and Research Centre. The Faculty's mission is to help make land, food and communities healthy and sustainable. The Faculty is committed to new ways of teaching and learning with an emphasis on interdisciplinarity, and student-centred approaches, including problem based and experiential learning. Individuals interested in working in this innovative Faculty are invited to provide a curriculum vitae, a list of publications, a statement of how they could contribute to its teaching and research programs and the names of three referees. Screening of applicants will begin on October 1, 2001 and will continue until the position is filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to budgetary final approval. Please send applications to: Chair, Agroecology Search Committee, Faculty of Agricultural Sciences, The University of British Columbia, 248-2357 Main Mall, Vancouver BC V6T 1Z4, Phone: 604-822-3105, Fax 604-822-6394, E-mail: agdean@interchange.ubc.ca

ANCIENT PHILOSOPHY

THE UNIVERSITY OF TORONTO — solicits applications for a tenure-stream appointment in Ancient Philosophy. The successful candidate will be jointly appointed to the Departments of Classics and Philosophy. The successful applicant will be nominated for a tier II Canada Research Chair. Accordingly, candidates are expected to be outstanding scholars in the field of ancient philosophy, whose research and teaching will make major contributions to the quality and stature of the field and the two departments. The person appointed will join an active group of teacher-researchers at the University of Toronto and will be affiliated with the Collaborative Programme in Ancient and Medieval Philosophy. The appointment is to begin July 1, 2002. Salary and rank commensurate with experience. Applicants should send: a complete curriculum vitae; one sample of academic writing; a short statement about their current research programme, appropriate material about their teaching; the names of three academic referees who could be consulted about their qualifications. The application should be sent directly to: Ancient Philosophy Search Committee, Department of Classics, University of Toronto, 97 St. George Street, Toronto, Canada M5S 2E8. To ensure full consideration, the application should be received by October 31, 2001. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. Any enquiries about the application should be sent to chair.classics@utoronto.ca

ANESTHESIOLOGIST

THE UNIVERSITY OF SASKATCHEWAN — The Department of Anesthesia invites applications to academic faculty positions in the College of Medicine. These are funded positions enabling the pursuit of research interests amenable to student collaboration. Appointments commence November 01, 2001 at an academic rank commensurate with experience. Interest-free housing loans, moving expenses and benefits are available. Successful candidates will join an integrated group practice within the context of a full service tertiary care profile and have practice accessibility to all three acute care sites in the District. The University and Saskatoon District Health are committed to the principles of employment Equity. These positions have been cleared for advertising at the first two level. Applications are invited from FRCPC qualified or eligible individuals, regardless of their immigration status. Submit applications by September 31, 2001 complete with CV, transcripts or credentials and the names of 3 referees to: Dr. David C. Campbell, Acting Chairman, Department of Anesthesia, University of Saskatchewan, Royal University Hospital, 103 Hospital Drive, Saskatoon, Saskatchewan S7N 0W8, email: campbelld@sch.sk.ca

ANTHROPOLOGY

THE UNIVERSITY OF LETHBRIDGE — The Department of Anthropology seeks to make one probationary (tenure track) appointment at the rank of Assistant Professor. In addition, there is a possibility of one 10-month term appointment. All positions would begin 1 July 2002, subject to budgetary approval. The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants, who should hold a PhD or be near completion, should demonstrate a strong potential for research and publication in socio-cultural anthropology, with a visible commitment to teaching. The positions are topically and geographically open, but preference may be given to candidates with fieldwork-based experience in Africa, Latin America, or Oceania, and with expertise in economic anthropology, anthropology of the environment/science, kinship, ritual, and/or race and ethnicity. Other areas of expertise that are sought include consumption, research methods, and social movements in the context of globalization. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and

UNBC

Nursing Program

Chair of Nursing

The Nursing Program was established in 1993 as part of Canada's newest university to prepare students for nursing practice in a broad range of settings with an emphasis on rural, northern and First Nation's communities. It offers four programs: 1) the Northern Collaborative Baccalaureate Program (NCBNP), offered in collaboration with the College of New Caledonia, 2) the Post Diploma BSN Program, which has a moratorium on admissions and is due to be revisited, 3) the Certificate in Rural and Northern Nursing, and 4) a nursing stream in the interdisciplinary MSc in Community Health. Through courses that recognize the integration of practice, theory and research, the Nursing curriculum emphasizes a practice-based philosophy whereby the Program maintains strong community links that are responsive to the changing health care needs in Northern British Columbia.

The Chair is responsible for the academic, professional and administrative activities of the Nursing Program. Eligible candidates must demonstrate scholarly, professional and administrative competence related to nursing and an interest in academic leadership, planning and management related to the development of a new program of nursing education. Excellent interpersonal skills, creative approaches to program delivery and a capacity to work effectively with faculty, staff, students, the wider university and the community will be an asset. The appointment will be at the rank of Associate or Full Professor. Salary will be commensurate with experience.

The starting date will be by arrangement but no later than July 1, 2002.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, at (250) 960-5823. Fax: (250) 960-5745. Email: fisher@unbc.ca.** Applications received before November 30, 2001 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

Dalhousie University

Assistant/Associate Professor of Finance
School of Business Administration

Dalhousie University, School of Business Administration invites applications for a tenure-track position in Finance at the rank of Assistant or Associate Professor. Finance specialities desired are Investment and Financial Institutions.

PhD in Finance and evidence of teaching effectiveness and research potential are required but all areas of finance will be considered. Candidates for the rank of Associate Professor should have a proven research record. The appointment involves teaching at the undergraduate and graduate levels. Position available July 1, 2002. Salary: Competitive.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal People, persons with a disability, racially visible people, and women.

Applicants should send a c.v., names of three references, and a sample of research work to:

Dr. Michael Santos
School of Business, Dalhousie University
6152 Coburg Road
Halifax, Nova Scotia, B3H 3J5, Canada

attractive economic conditions Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 6,500 students The University is in an expansion phase and, among other projects, has completed a $37-million Library Information Network Centre (LINC) and a new research facility, Exploration Place For more information about the University please visit our web site at www. uleth.ca Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this materrat and arrange for the letttes of reference to be mailed directly to. Dr Hillary Rodrigues, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone, (403) 329-2598, Fax (403) 329-5109, or E-mail. rodrigues@uleth.ca The closing date for applications is November 15, 2001

DALHOUSIE UNIVERSITY — The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a tenure-stream position in Social Anthropology at the Lecturer or Assistant Professor level, effective July 1st, 2002, subject to budgetary approval Applicantsrare sought with research and teaching specialization in the field of native North American peoples of any geographic area. Preference will be given to applicants whose work will contribute to the Department's special areas of interest (health, social injustice/social inequality; work/industry/development), and who will contribute to the general requirements of teaching Social Anthropology at the undergraduate and M.A levels Opportunity also exists for involvement, when suitable, in the Department's M.A. and PhD programmes in Sociology Applicants should possess a PhD degree or a PhD in hand in Social or Cultural Anthropology and have experience in university level teaching Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent, to. Dr, Victor Thiessen, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4P9 The deadline for receipt of applications is November 1st, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Dalhousie University is an employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women

UNIVERSITY OF TORONTO AT SCARBOROUGH — Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in Anthropology at the Assistant Professor level, to commence 1 July 2002 The Division is looking for an anthropologist with broad training and some applied interests to join a small but vibrant three-field program at the undergraduate level, with graduate teaching in the Department of Anthropology. We particularly welcome candidates whose research interests include globalization or health PhD and field-based research required. The ideal candidate will bring new insights and skills in introductory and advanced teaching to challenge a rapidly growing, culturally diverse student body. The closing date for applications is November 30 2001 Applications should include a curriculum vitae, samples of publications or writing, plus evidence of teaching ability Applicants should also arrange to have three letters of recommendation sent to Prof Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4, Canada The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas This advertisement is directed to Canadian citizens and permanent residents of Canada

APPLIED MATHEMATICS

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Applied Mathematics invites applications for up to two, tenure-track positions at the Assistant Professor Level The Department seeks applicants with an established record of computationally intensive research in at least one of materials physics, financial mathematics, mathematical biology, or numerical solutions of applied partial differential equations The position requires teaching in the graduate and undergraduate program and establishing an independent research program Including the supervision of and securing funds for graduate students At least one of the successful applicants will be appointed as a "SHARCNET (tm) Research Chair" SHARCNET (tm) is a $43 million, multi-institutional, high-performance computing initiative in southwestern Ontario, with a head office and major computing infrastructure housed within the Department of Applied Mathematics For more information on SHARCNET (tm) see www.sharcnet.ca Applications including a detailed curriculum vitae and the names of 3 referees should be sent to. Dr. Paul J. Sullivan, Chair, Department of Applied Mathematics, Western Science Centre, The University of Western Ontario, London, Canada, N6A 5B7, E-mail: pjs@uwo.ca Closing Date: The selection process will begin October 31, 2001 and continue until suitable candidates are found Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

ART & CULTURE STUDIES

SIMON FRASER UNIVERSITY — The School for the Contemporary Arts invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Art and Culture Studies Area of the School beginning September 1, 2002 The School for the Contemporary Arts is an interdisciplinary department offering B.F.A.'s in Dance, Film, Music, Theatre, and Visual Art, a B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. The Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture Applicants for this position should have a doctoral degree (in hand or near completion), evidence of active scholarship, promise of excellence in research, and teaching experience All areas of Scholarly specialisation in the fine and/or performing arts and their cultural context will be considered. The ability to teach courses from an interdisciplinary perspective is an asset. Maintaining a strong record of research and scholarly publication is a requirement for tenure and promotion at Simon Fraser University The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A and B.F.A. students, and develop seminars for undergraduate or M.F.A students Committee work and graduate supervision ae expected Deadline: November 15, 2001 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants This position is subject to budgetary approval Applicants should send a C.V., an outline of research interests, a statement of teaching interests, up to three reprints, and the names, addresses, and phone numbers of three referees to. Martin Gottfri, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada; Fax· 604-291-5907

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Biological Sciences in the Faculty of Science is a broadly-based department with strong research groups in a number of areas including agricultural and forest biotechnology, molecular biology, freshwater ecology, and population biology We invrte applications for two positions at the Assistant or Associate Professor level For one position, we are seeking an entomologist with expertise and experience in crop and/or forest entomology. For the second position, we are seeking a biologist with experience working with aquatic invertebrates Relevant expertise for these positions could include areas such as IPM, physiology, ecology, or population genetics, addressing questions from the organismal to the population level. Outstanding potential for excellence in teaching is also required The research of our 75 faculty members and 275 graduate students is supported by excellent infrastructure, including an internationally recognized insect collection, molecular biology service unit, extensive controlled-environment facilities, a large experimental farm, several field stations, and extensive opportunities for collaboration. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Candidates should forward a curriculum vitae, list of publications, reprints of their three most significant publications, a brief research plan, and statement of teaching interests to Dr. G.J Taylor, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9 Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date, October 15, 2001 The effective date of employment will be July 1, 2002. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

BIOLOGY

THE UNIVERSITY OF VICTORIA — The Department of Biology invites applications for a full-time tenure-track position in animal comparative genomics and molecular biology or bioinformatics Applicants should have a strong background in one or more of the following areas functional genomics, bioinformatics, evolution, growth and development, neurobiology, reproduction, or disease Applicants with outstanding records in other areas related to comparative genomics will be considered The department of biology has interests in areas in environmental genetics, cancer biology, neurobiology, ecology and evolution. The appointee will be expected to develop a rigorous, independent research program, funded by external support. He/she also will be expected to participate in the research and teaching activities of the Department of Biology. Starting date will be 1 July 2002. Qualifications include the completion of a PhD and demonstrated strong research and teaching potential Candidates with postdoctoral experience will be preferred Letters of application, clearly outlining the candidates expertise, teaching experience and research interests, along with a curriculum vitae and names and contact information of at least three referees should be sent by October 1 2001 to. Dr B F Koop, Chair, Department of Biology, University of Victoria, P.O. Box 3020 STN CSC, Victoria BC V8W 3N5, Canada, biochair@uvic.ca, web.uvic.ca/biology The University of Victoria is an equity employer and encourages applications

Queen's

Assistant Professors (Two Positions) Faculty of Education

The Faculty of Edueation at Queen's University (www.edue.queensu.ca) invites qualified applieants for two tenure-track positions at the rank of Assistant Professor. The positions, subjeet to final budgetary approval, will begin July 1, 2002.

Educational Policy Studies
Applieants should have aeademie qualifieations in Edueational Poliey or Leadership/ Administration and a corresponding reeord of researeh and poliey-related work experienee. Demonstrated ability to teaeh at the elementary, seeondary or post-seeondary levels is essential. Expertise in a seeond area will he an asset.

Language & Literacy (Elementary)
Applieants should have aeademie qualifieations in Elementary Language Arts eurrieulum and a eorresponding reeord of researeh. Sueeessful language and literaey teaehing experience at the elementary level is essential.

General Requirements
Requirements for both positions inelude a doetoral degree or equivalent, a well-defined researeh program, relevant work and/or teaehing experienee, and a reeord of seholarly and/or professional publieations. Those people who are near eompletion of a doetorate are eneouraged to apply.

Responsibilities for both positions will inelude maintaining an active program of researeh and publieation, teaehing eourses at the undergraduate and graduate levels, supervising BEd, MEd and PhD students, and developing and maintaining relationships within the profession.

Queen's University has an employment equity program and is eommitted to diversity in the workplaee. Queen's University weleomes applieations from all qualified women and men, ineluding Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Applieants must inelude a letter of applieation, a eurrieulum vitae, one sample of reeent seholarly or professional work, sample eourse outlines or teaehing evaluations (if available), and the names and addresses (ineluding FAX and email addresses) of at least three persons to aet as referees. These materials must be reeeived by the Offiee of the Dean on or before ***October 1, 2001***.

Applieations and letters of referenee should be sent to:

Rosa Bruno-Jofre', Dean
Faculty of Edueation
Queen's University
Kingston, Ontario K7L 3N6
Phone: 613-533-6210
Fax: 613-533-6307

Doyen ou doyenne, école des études supérieures et recherche

L'Université Concordia sollicite des candidatures pour le poste de doyen de l'École des études supérieures et de la recherche. Le mandat initial est de cinq ans (renouvelable une fois pour un second mandat de cinq ans). L'entrée en fonction est prévue pour le 1er juin 2002.

Concordia compte 26 450 étudiants à temps plein et à temps partiel dont 3 819 inscrits à des 104 programmes d'études supérieures dans les quatre facultés : Arts et sciences, Génie et informatique, Beaux-arts et École de gestion John-Mulson. À l'heure actuelle, l'École des études supérieures administre trois programmes d'études supérieures hautement interdisciplinaires, à la croisée des Beaux-arts et des Arts et sciences.

Avec les innovations que Concordia a apportees au cours des quatre dernières années, les programmes d'études et de recherche ont connu une expansion sans précédent. L'Université a engagé et continue d'engager massivement des professeurs pour des postes permanents ou susceptibles de le devenir. Ces nouveaux engagements représentent un investissement à long terme qui permettra de renforcer son potentiel à mener des recherches d'avant-garde et à étendre son enseignement supérieur à toutes les disciplines. La clé de la réalisation rapide de ce potentiel réside dans : (a) la restructuration et l'amélioration des systèmes et politiques en vigueur dans toute l'Université afin de faciliter les activités de recherche et l'enseignement supérieur et (b) l'amélioration des relations avec les organismes extérieurs et les agences subventionnaires afin d'augmenter le soutien aux chercheurs et aux étudiants des cycles supérieurs de Concordia. En plus de l'administration de l'École des études supérieures, ces deux éléments constituent les défis principaux dans lesquels le nouveau doyen ou la nouvelle doyenne (qui relève du vice-recteur à l'enseignement et à la recherche) devra jouer un rôle prépondérant, en sa qualité de membre de la haute direction pédagogique de l'Université, aux côtés des autres doyens et du directeur des bibliothèques.

Profil idéal : solide carrière de professeur et chercheur universitaire ; expérience considérable dans la gestion pédagogique. Qualités exceptionnelles de facilitateur au sein d'une équipe et excellente aptitude à la communication. Expérience dans l'interaction efficace avec les organismes subventionnaires de recherche et les associations reliées aux études supérieures, en plus d'une aptitude à bien évoluer dans un milieu bilingue anglais-français.

Prière d'envoyer un curriculum vitae et une lettre d'accompagnement précisant les références, avant le 15 octobre 2001, à l'adresse suivante :

Comité de sélection du doyen
École des études supérieures et recherche
a/s Ann M. Bennett
Université Concordia
Cabinet du recteur
Campus Loyola, AD-224
7141, rue Sherbrooke Ouest
Montréal (Québec) H4B 1R6
Télec. : (514) 848-4508

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Concordia
UNIVERSITY

Real education for the real world
www.concordia.ca

Queen's UNIVERSITY

QUEEN'S NATIONAL SCHOLARS
(Faculty Appointments)

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. It is anticipated that up to four positions will be available in the following disciplines: Humanities; Social Sciences; and in Health, broadly defined as in the CIHR model. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

A maximum of four awards will be available in 2001/02. Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the *Collective Agreement* between University and the Queen's University Faculty Association.

Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is **October 8, 2001** for decision in January 2002.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

www.queensu.ca

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

CHAIR, CLINICAL STUDIES
Ontario Veterinary College

Applications and nominations are invited for the position of Chair,Department of Clinical Studies, Ontario Veterinary College. Applicants must have a DVM or equivalent, an established scholarly reputation in a discipline compatible with the mission of the Department, have some experience in administration, and be devoted to high quality education.

The Ontario Veterinary College (www.ovc.uoguelph.ca) is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four academic departments (Biomedical Sciences, Clinical Studies, Population Medicine and Pathobiology) and a Veterinary Teaching Hospital (VTH). The College offers progressive undergraduate and graduate programs. The University of Guelph is one of Canada's leading comprehensive universities. The city of Guelph (www.cityguelph.on.ca) is a pleasant community of 100,000 people located in southern Ontario approximately one hour west of Toronto.

The Department is responsible for education in the DVM program, and research and clinical training in specialty areas including anesthesiology, cardiology, companion animal medicine and surgery, critical care/emergency medicine, dermatology, diagnostic imaging, large animal medicine and surgery, neurology and ophthalmology. The Department works in collaboration with the VTH. In addition to courses in the DVM program, the Department offers graduate degrees and a diploma program. Collaborative activities with other departments, institutions, including nearby medical schools, and the biomedical industry are an important dimension of the Department.

The Chair is responsible for providing academic and administrative leadership. The Chair works collaboratively with other College administrators to further the mission of the College and University.

Salary and rank will depend on qualifications and experience. Applications should be accompanied by a detailed curriculum vitae, the names of at least three referees and a brief statement of interest in the position. Letters of nomination should include biographical details of the nominee. The deadline for applications and nominations is **October 31, 2001** or until a suitable applicant is identified, and should be sent to: **Dr. Alan Meek, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1 Canada**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

CARLETON UNIVERSITY — The Biology Department invites applications for a tenure-track position in Terrestrial Population Ecology (level: Assistant Professor; start date: July 1, 2002). The successful candidate will be expected to develop a strong, externally funded research program and contribute to undergraduate and graduate teaching. Computational approaches to both research and teaching will be considered an asset. The Biology Department has relevant research strengths in several areas including Landscape Ecology and Evolutionary Ecology. The Department will be housed in the newly renovated and expanded Environmental Laboratories Building, adjoining Environment Canada's new facility for its National Wildlife Research Centre. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply; this position is subject to budgetary approval. Candidates should submit a CV, a statement of research interests, a statement of teaching goals, copies of representative publications, and the names and contact information (including fax and e-mail) of at least three referees. Applications are to be received by October 1, 2001, and should be sent to: Chair, Search Committee, Department of Biology, College of Natural Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, ON, Canada K1S 5B6.

THE UNIVERSITY OF WATERLOO — The Department of Biology invites applications for a tenure track faculty position in the field of Bioinformatics. We are particularly interested in applicants in the areas of functional genomics and proteomics, but will consider candidates with demonstrated research excellence in other areas. The position is at the assistant professor level, but outstanding candidates at other ranks will be considered. Bioinfomatics has been identified as a strategic area for the University, and we have launched a new joint Computer Science — Biology undergraduate program. The Bioinformatics Program has been successful in attracting a large cohort of outstanding students. Duties of the incumbent will include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants must have a PhD and be prepared to establish an active research program. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and a brief outline of their future research direction to: Dr. William D. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is Sept. 28, 2001. Anticipated starting date is May 1, 2002. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Additional information on the Department and the positions is available at: http://www.science.uwaterloo.ca/biology/biology.html.

BUSINESS

THE UNIVERSITY OF NEW BRUNSWICK SAINT JOHN — The Faculty of Business invites applications for tenured/tenure-track positions in Accounting, E-Business & Commerce, Hospitality & Tourism, HRM, International Business and Marketing. All positions are subject to budgetary approval. All positions include teaching in the MBA and undergraduate programs. International teaching assignment opportunities exist for our growing programs in Beijing and upcoming programs in Hong Kong and Latin America. More information about us can be found at http://www.unbsj.ca/business. The UNBSJ Faculty of Business has an outstanding reputation for its innovativeness, global perspective, and leading efforts in E-business & Commerce (E-B&C). First in Canada with E-B&C degrees at the undergraduate and MBA levels, the faculty also includes Canada's only MBA concentrations in competitive and market intelligence and strategic customer and business development. The faculty runs programs and has partnerships in nearly a dozen countries and proudly includes Canada's most international student body and faculty team. The faculty's Electronic Commerce Centre (ECC), an organization established in partnership with NRC, Nortel, NBTel, Xerox and other leading organizations, provides opportunities for innovative, E-B&C-related research across a variety of disciplines. Further information can be found by reviewing the ECC's website at http://www.e-commerce centre.ca. Highly desirable for non-entry level applicants is a high level of classroom effectiveness and demonstrated record of publications in peer-reviewed journals, while entry-level applicants should have an earned doctorate (or ABD near completion), a commitment to effective teaching and the potential for quality research. Tenure track appointees have access to internal funds for research through the Dean's New Faculty Development Fund and University funds. Candidates with lesser qualifications may be considered for term appointments. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, evidence of teaching proficiency (where relevant) and the contact details of three referees to: Dr. Craig S. Fleisher, Dean, UNBSJ Faculty of Business, PO Box 5050, 217 Oland Hall, 1 Tucker Park Road, Saint John, New Brunswick Canada E2L 4L5, or e-mail to: mcelman@unbsj.ca. The University of New Brunswick is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Appointments are expected to commence January or February 2002. Review of applications will commence August 1, 2001; however, applications will be accepted until the positions are filled.

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include a highly regarded MBA program; a very selective undergraduate program; a well-established doctoral program, as well as an expanding portfolio of programs for executives. Excellence in teaching and high quality research dealing with issues of interest to practicing managers are highly valued. The School's principal location is London, Canada, a community of 326,000 equidistant from Toronto and Detroit. The School is part of a larger University community with approximately 26,000 full-time students. Limited term full-time appointment contracts for two years in either Business 257 and Business 020 are available effective July 2002. Both courses are managed by Ivey and are taught to the larger university community. Business 257 is a required course for Ivey's selective undergraduate (HBA) program. Applications are invited from individuals who have graduated

Lakehead
UNIVERSITY

TENURE TRACK POSITIONS

Lakehead University is seeking to fill the following tenure-track appointments for January 2, 2002. All applicants should hold an earned PhD by the time of appointment. Rank of appointment is dependent on qualifications, teaching and research experience.

Faculty of Education

Candidates shall also have documented evidence of successful teaching experience and should possess or show evidence of the ability to develop a research program in Education. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching and graduate students, and maintaining a productive research program.

Language Arts/Reading (Kindergarten to Grade 6) — Preference will be given to applicants with expertise in readers-at-risk.

Aboriginal Education — The ability to speak Ojibwa and/or Cree would be desirable. Preference will be given to Aboriginal candidates.

Faculty of Engineering

Minimum qualifications for candidates shall also include registration or willingness to register as a professional engineer in the Province of Ontario and a commitment to excellence in teaching and research.

Electrical Engineering — Seeks applications from ontstanding teachers and researchers for a position in the broad area of communications engineering.

Software Engineering — All areas will be considered but the primary needs are in software-hardware codesign.

Civil-Structural Engineering — The successful applicant must have a doctoral degree in civil engineering with a strong background and demonstrated research interest in one or more of the following areas: analysis of structures, finite element methods, numerical analysis techniques and structural design.

Faculty of Science & Environmental Studies

Geography — Candidates with specialization in cartography and GIS and a broad background in physical geography, with the capacity to teach courses in Canadian regional geography or environmental management will be considered. The first preference will be given to candidates who are able to teach cartography, GIS and geomorphology.

* * *

Please note that all positions are subject to budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill
Vice-President (Academic) and Provost
Lakehead University
955 Oliver Road
Thunder Bay, Ontario P7B 5E1

Review of applications will begin **October 15, 2001.**

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

from either a four-year honours program in commerce/business administration or from an MBA program. Experience and familiarity with the case method is desirable. Lecturers are expected to teach three sections of Business 257 or Business 020 respectively during the winter and/or summer academic sessions in each of their two years, using the case method of instruction. Lecturers are expected to write at least two cases with comprehensive teaching notes for the Business 257 or Business 020 course. Lecturers are responsible for all activities related to teaching the course such as student counselling, and administrative activities such as curriculum development, writing and setting of exams, managing competitions, training new lecturers, managing and recruiting teaching assistants, etc. New Lecturers train during the Summer Intersession Business 257 and Business 020 course (May and June of 2002). In addition, Lecturers are required to take a four-day case teaching workshop and a one-week seminar on writing cases. This position is subject to budget approval. Base salary for 2000–2001 is $44,440 per annum and is subject to increases based on the faculty association agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcomes diversity in the workplace, and encourage applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Please include in your submission an application letter with resume, a transcript of your grades received in your last three full years at university, a detailed description of your experience with the case method, and recommendation letters from two professors re your teaching potential to Ms. Elizabeth M.A. Grasby, Pre-Business Program Director, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by October 1, 2001. The review of applications will continue until the position(s) have been filled, but applicants are encouraged to apply as early as possible. Website: www.ivey.uwo.ca

THE UNIVERSITY OF WESTERN ONTARIO — Faculty Position in Management Science. The Richard Ivey School of Business seeks candidates for a position in the management science teaching group. Current faculty interests include strategic management science, revenue management, health care applications, reliability and Bayesian statistics. The management science group has grown considerably over the last few years and supports a growing PhD Program. The School seeks candidates for a tenure track or limited term position in the Management Science teaching group. This position is available to begin July 2002. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. The ideal candidate will have a PhD (or equivalent) in MS/OR, Statistics or a closely related field. Ideally, the candidate should have an MBA from a major business school or have significant business experience and have a serious interest in MS/OR/Statistics research from a general management perspective. An interest in developing courses for an executive audience is highly valued. Ability to teach the core management science/statistics course (including data analysis, excel modeling and management science) is essential. In addition to its MBA, undergraduate and doctoral programs, the School offers Executive MBA and short courses at its facilities in Mississauga (Toronto), London and Hong Kong. The Richard Ivey School of Business is Canada's premier business school, recognized worldwide for the quality of its management education and research. The Richard Ivey School has been rated the number one business school outside the United States and among the top ten worldwide among large business schools by the Wall Street Journal. The Financial Times ranks the School as number one in Canada and number nineteen in the world for MBA education. The School is located in London, Ontario, a community of 326,000 equidistant from Toronto and Detroit. This position is subject to budget approval. Canadian citizens and permanent residents will be considered first for this position. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send applications and requests for further information to John Wilson, Professor, MSIS, The Richard Ivey School of Business, The University of Western Ontario, 1151 Richmond Street North, London, Ontario, Canada N6A 3K7; Tel: 519-661-3867; Fax: 519-661-3485, E-mail: jwilson@ivey.uwo.ca

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions and the Odette Research Chair in Business in the Odette School of Business commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3091, Fax: 519 973 7073, Email: rjdeslp@uwindsor.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing Fall 2001 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. VV Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4; Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G DeGroote School of Business invites applications for the CIBC World Markets Chair in Financial Markets. The proposed chair will normally be a senior tenured appointment. The suitable candidate shall be internationally recognized for his/her contributions to the general area of Financial Markets and shall be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chair is expected to contribute to the academic programmes as well as the School's initiatives with the business community. The Chair holder shall undertake the normal duties of a faculty member within the School of Business, commencing July, 2001. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to Dr. VV Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members with visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

BUSINESS ADMINISTRATION

YORK UNIVERSITY — The School of Administrative Studies is one of the largest undergraduate business programs in Canada with over 2,500 full time students and close to 20,000 course registrations annually. Applications are invited for a total of five entry level appointments. Up to three of the appointments will be tenure track at the rank of assistant professor and up to five of the appointments will be contractually-limited. Up to three of the contractually-limited positions may be multi-year contracts. All appointments are subject to budgetary approval. All appointments are effective July 1, 2002. Applications will be accepted until November 30, 2001. The School will give priority to applications in the following areas: Strategic Management, Financial Accounting, Management Accounting and Auditing/Management Information Systems. Applicants for accounting positions should also possess a professional accounting designation. Applicants for

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THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT/ASSOCIATE PROFESSOR IN SECOND LANGUAGE LEARNING DISABILITIES

The Departments of Language and Literacy Education (LLED) and Educational and Counselling Psychology and Special Education (ECPS) invite applications for a full-time, tenure track academic appointment at the Assistant or Associate Professor Level in Second Language Learning Disabilities. The appointment will become effective July 1, 2003, and is subject to approval as a Canada Research Chair.

The Departments offer programs leading the PhD, Ed.D., M.A., and M.Ed. Degrees, as well as a B.Ed. Degree with teacher certification. Programs and courses within the departments include: English/reading education, ESL, modern languages, teacher librarianship, learning disabilities, assessment, special education, educational measurement, counselling psychology and human learning.

All applicants must have a doctoral degree (or be in the final stages of a dissertation), show evidence of research competence, and have related teaching experience. The successful candidate will be required: to develop and teach graduate and undergraduate courses in TESL/Learning Disabilities; to supervise graduate students; to have a clear program of research. The candidate should have a broad, interdisciplinary background in second language and learning disabilities. Preference will be given to those individuals who have developed a line of research in second language learning disabilities.

The successful candidate will have a choice concerning her/his departmental academic appointment (either LLED or ECPS).

Canada Research Chairs are open to individuals of any nationality. The University of British Columbia is committed to employment equity. We encourage all qualified persons to apply. The closing date is **February 1, 2002.**

Letter of application should include a C.V.: names, addresses, phone numbers and e-mail addressed of three referees; a statement of research interests; and an example of a recently published work (if available). Applications should be directed to:

Lee Gunderson, Head
Department of Language and Literacy Education
University of British Columbia
2125 Main Mall
Vancouver, B.C. V6T 1Z4

Telephone: (604) 822-5235
Fax: (604) 922-2154
E-mail: lee.gunderson@ubc.ca

The University of Western Ontario

Dean, Faculty of Social Science

Applications and nominations are invited for the position of Dean, Faculty of Social Science, The University of Western Ontario. The appointment will be effective 1 July 2002, for a period of five years, renewable. Candidates should have a strong record of accomplishment in research and teaching, and in academic administration, including a demonstrated ability to lead a Faculty distinguished in scholarship and teaching, and the necessary administrative and interpersonal skills to lead the continuing development of the academic programs, research and creative life within the Faculty.

The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Social Science is a large, diverse and vibrant Faculty, active in undergraduate and graduate teaching and research, composed of 192 full-time members of faculty in the Departments of Anthropology, Economics, Geography, History, Political Science, Psychology and Sociology, and an interdisciplinary undergraduate program in Administrative and Commercial Studies. Teaching and research in the Faculty is supported by the Social Sciences Computing Laboratory. Strong administrative, technical, and student counseling support of the Faculty mission is provided by a non-academic staff of 81.

The Selection Committee expects to begin its review of candidates in November, 2001. Additional candidates are unlikely to be considered after December 1, 2001. Nominations and applications should be submitted to:

Dr. Greg Moran
Provost and Vice-President (Academic)
Room 115, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario, N6A 5B8
Telephone (519) 661-3110
Fax (519) 661-3676

Applications should include a *curriculum vitae* and the names of at least three referees.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Assistant Professor of Christian Education
Emmanuel College

Applications are invited for a full-time appointment as Assistant Professor of Christian Education at Emmanuel College. A detailed position description is available on request and on the Internet at vicu.utoronto.ca/emmanuel.

In accordance with Canadian immigration requirements this announcement is directed to Canadian citizens or permanent residents. Applications, including a detailed curriculum vitae and names of three referees should be sent to the **Chair of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, M5S 1K7** by **October 31, 2001** Victoria University is an equal opportunity employer.

DEAN of EDUCATION

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as award-winning outreach programs in a personalized learning environment.

The Dean is a key member of the senior administrative team of the University, reporting to the President through the Vice-President (Academic & Research). Applicants or nominees will have a strong background in post-secondary teaching, research and educational administration, along with appropriate academic credentials, including a doctorate. A background that includes a valid Canadian teaching certificate, experience in the K to 12 system, and experience in Aboriginal, northern, or rural education is highly desirable. Previous involvement in distance education would be an asset.

The successful candidate will be expected to demonstrate evidence of commitment to students and be able to indicate how she/he would provide the kind of innovative and dynamic leadership that will further develop a sense of community among the students, staff and faculty members in the Faculty of Education. Management skills commensurate with a position at this level are required. The candidate must be able to effectively represent the Faculty of Education to, and work with, other faculties and units on campus. Skills and knowledge to effectively interact with school divisions, other educational institutions, Aboriginal agencies, government departments, and professional groups must be demonstrated.

The Faculty of Education at Brandon University offers concurrent and after-degree B.Ed. programs and contains dynamic graduate programs in special education, counselling, educational administration, curriculum studies, as well as thematic specializations such as Aboriginal education. Consisting of approximately 30 (FTE) faculty and 800 full-and part-time students, the Faculty of Education operates several projects which provide teacher education for rural, Aboriginal, northern, and Hutterian clientele. The Aboriginal and northern teacher education programs have received national and international awards, and have served as models for the development of similar programs at other universities. Undergraduate education degree programs are delivered off-campus to Aboriginal and non-Aboriginal students in a number of communities in both northern and southern Manitoba. Our Hutterian education program draws students from across the Prairie Provinces and the northern tier states and, where possible, courses and programs are delivered by distance education to meet the needs of professionals in rural and remote communities included in the Faculty is the Department of Physical Education.

Contact:
Office of the President
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Ph: (204) 727-9711
Fx: (204) 729-9016

For more information visit. *www.brandonu.ca*

The appointment for Dean of Education is normally for a five-year term (renewable upon review) and will be effective June 1, 2002 or sooner by mutual agreement. Nominations and applications, with an up-to-date curriculum vita and the names and addresses of at least three references, should be forwarded by **October 31, 2001.**

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

tenure stream positions require a PhD or must be ABD in the functional area of the appointment and are expected to maintain an active research agenda related to their teaching area Excellent candidates with research related to information technology, e-business and markets will be considered for a Canada Research Chair nomination Contractually limited appointments applicants should possess a graduate degree and university teaching experience. Experience in developing and offering Internet based courses is highly desirable. For many years, York University has had a policy of employment equity including affirmative action for women faculty and Ibanians Recently York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program Persons who are members of one or more of these three groups are encouraged to self identify during the selection process Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify For further information in this regard please contact the university 's affirmative action office at (416) 736-5713 Canadian citizens & permanent residents will be considered first for these positions. The application letter should clearly identify whether the application is for a tenure stream or a contractually limited appointment and also the functional area applied for. The accompanying curriculum vitae should include the names of at least three referees Forward applications to Dr. Brian Gabel, Director, School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 or email to bgabel@yorku.ca

THE UNIVERSITY OF MANITOBA — The Department of Business Administration is inviting applications for two tenure track positions The first position is for a primary area of human resource management with a supplemental discipline in related areas such as organizational behavior/industrial relations/policy/strategy or organizational theory The second position is for any combination of the above areas. Rank is currently at the Assistant level and candidates must have completed or be near completion of a PhD or D.B.A. Duties include research, teaching undergraduate and graduate courses, and service Applicants should demonstrate teaching effectiveness and research capability The I.H. Asper School of Business is located in Winnipeg, Manitoba Winnipeg is a mature city with rich cultural and recreational opportunities The cost of living is low and the quality of life high Arts and entertainment are excellent and accessible The city is close to lakes and cottage country. The public education system is very good, and a wide variety of private schools are also available The Asper School has undergraduate, MBA and PhD programs The undergraduate program consists of 1500 students who enter the Faculty on a competitive basis during their second year of university. Two MBA programs are offered, the widely recognized and award winning MBA Manitoba program and the strong part-time MBA program. The PhD program offers concentrations in Organizational Behavior, Marketing, Finance and Operations Research. The Asper School is also home to the Asper Centre for Entrepreneurship which has been associated with a number of prize winning student projects/cases. The Faculty is located in a scenic part of Winnipeg with a modern facility overlooking the Red River Please refer to the website at http://www.umanitoba.ca for additional information on the City, Faculty and University Salary is competitive and will depend on the qualifications, experience, and research record of the applicant. The support package for new faculty members is attractive and supportive of research program development. The closing date is October 31, 2001 The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents Applications should be sent to Dr Sue Bruning, Chair, Business Administration Search Committee, I.H. Asper School of Business, University of Manitoba, 324-181 Freedman Crescent, Winnipeg, Manitoba R3T 5V4

Doyen ou doyenne de l'École de gestion John-Molson

L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de l'École de gestion John-Molson dont le mandat débutera le 1er juin 2002.

L'École de gestion John-Molson de Concordia est l'une des écoles de commerce les plus grandes et les plus respectées du Canada et fait partie des rares établissements à être reconnus par l'*AACSB*. Ses programmes en comptabilité sont d'ailleurs les seuls au Canada à être agréés par l'*AACSB*. L'École est fortement axée sur la recherche et l'érudition et s'efforce de créer un climat intellectuel propice au foisonnement des recherches sur la théorie et la pratique des systèmes organisationnels. Réputée pour sa tradition d'éducation supérieure accessible, souple et pertinente, elle propose des programmes de 1er, 2e et 3e cycles marqués par l'excellence et l'innovation, notamment : programmes de 1er cycle en commerce et administration ; diplômes de 2e cycle en comptabilité, en administration, en administration sportive ; MBA, MBA pour gens d'affaires et MBA en aviation en partenariat avec IATA ; M.Sc. et Ph.D. en administration. En tant qu'école de commerce urbaine, nous offrons un milieu bilingue et multiculturel où s'épanouissent 5 000 étudiants et étudiantes de toutes origines ethniques et culturelles ainsi qu'un corps professoral qui compte environ 250 professeurs à temps plein et à temps partiel.

Nous sommes à la recherche d'un leader pédagogique dynamique, qui a à coeur l'excellence et l'innovation et dont la vision guidera l'École vers une ère nouvelle, fondée sur notre tradition de répondre aux besoins régionaux tout en ayant une ouverture mondiale. Le doyen ou la doyenne devra disposer d'un excellent dossier en matière de planification pédagogique stratégique. Cette personne mettra de l'avant les intérêts de l'École en encourageant le partenariat et la coparticipation avec des organismes des secteurs public et privé tout en renforçant la collaboration avec d'autres établissements d'enseignement supérieur. Ce mandat exige de parler couramment le français en plus de témoigner d'une expérience pédagogique et administrative dans des disciplines reliées au commerce et à l'administration.

Les candidatures de personnes qualifiées issues du milieu universitaire et du milieu des affaires seront examinées.

Conformément à la politique de l'Université, il s'agit d'un mandat d'une durée normale de cinq ans, renouvelable une fois.

Les candidatures et mises en nomination, accompagnées d'un curriculum vitæ complet et d'un résumé d'une page sur l'expérience de travail, doivent parvenir avant le 15 octobre 2001 à :

Comité de sélection du doyen
École de gestion John-Molson
a/s Ann M. Bennett
Université Concordia
Cabinet du recteur
Campus Loyola, AD-224
7141, rue Sherbrooke O.
Montréal (Québec) H4B 1R6
Télec.: (514) 848-4508

L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Concordia
UNIVERSITY

Real education for the real world
www.concordia.ca

CHEMISTRY

THE UNIVERSITY OF NEW BRUNSWICK in Saint John — The Department of Physical Sciences invites applications for a limited term position in Chemistry at the Instructor level, beginning August 1, 2002. This position is subject to final budgetary approval Following completion of the initial term contract and subject to budgetary approval, this appointment may be renewed as a probationary appointment Candidates should have a PhD completed and a demonstrated commitment to undergraduate teaching and working with students. Responsibilities may include undergraduate teaching and conducting laboratories in the areas of analytical, organic and physical chemistry. Applicants must submit a curriculum vitae, statement of teaching interests and the names and addresses of three referees (including e-mail address and telephone number) to Dr K. De'Bell, Dean of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5650, e-mail:sc-eng@unbsj.ca Review of applications will begin October 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

MCMASTER UNIVERSITY — The Department of Chemistry invites applications for a tenure-track Assistant Professor position in experimental physical chemistry. The successful candidate will hold a PhD in chemistry or a closely related discipline, preferably with relevant postdoctoral experience, and will be expected to develop a strong externally funded research program and teach physical chemistry at both the undergraduate and graduate levels. Candidates who intend to establish a research program that includes synchrotron radiation research at the Canadian Light Source, a 2.9 GeV facility in Saskatoon, SK, are particularly encouraged to apply (information about beamline projects at CLS can be obtained from cls-ccrs.usask.ca or at the CLS users' meeting on 17-Nov-01 in Saskatoon). A short list will be established in mid-November 2001, with intent to fill the position starting July 1, 2002 McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, research proposal, and letters from three referees should be sent to Dr. A. P. Hitchcock, Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1 Tel: +1 (905) 525-9140 ext. 24749, Fax: +1 (905) 522-2509

MCMASTER UNIVERSITY — The Department of Chemistry invites applications for a tenure-track position in the area of theoretical chemistry, at the Assistant or Associate Professor position depending on qualifications. The successful candidate will hold a PhD, in Physical Chemistry or Chemical Physics, preferably with relevant postdoctoral experience, and will be expected to develop a strong research program and to participate in teaching at both the undergraduate and graduate levels. The position is available beginning July 1, 2002. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, persons with disabilities In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, research proposal, and letters from three referees should be sent by October 31, 2001 to Dr. J.K. Tellouw (Chair, Theoretical Search Committee), Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1 Tel: +1 (905) 525-9140 ext. 27111, Fax: +1 (905) 522-2509

UNIVERSITY OF ALBERTA — The Department of Chemistry is seeking an individual with exceptional promise and an outstanding record of research and teaching excellence for a faculty position in Organic Chemistry at the Assistant Professor level to begin July 1, 2002. We are looking for candidates with a PhD and whose research interests will complement those of the present faculty and consequently applications from individuals concentrating in physical organic chemistry are especially welcome. However, outstanding individuals in any area of organic chemistry are encouraged to apply. The research of 29 faculty and 150 graduate students is supported by excellent services, including X-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three references and a research proposal by October 15, 2001 to: Professor Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

THE UNIVERSITY OF TORONTO — The Department of Chemistry invites applications for a tenure stream position at the rank of Assistant Professor in the area of Organic Chemistry effective on or after July 1, 2002 Applicants should possess a PhD in Organic Chemistry, Biological Chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Applications will be accepted until October 15, 2001. Canadian citizens and permanent residents will be considered first for this position Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research (up to five pages of detailed plans should also be included), and should arrange to have three confidential letters of recommendation sent on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St George Street, Room 151, Toronto, Ontario M5S 3H6

THE UNIVERSITY OF TORONTO — The Department of Chemistry invites applications for three tenure-stream positions at the rank of Assistant Professor. The appointments will be held at the campus of the University of Toronto at Mississauga (UTM). The expansion of the Department due to planned growth of enrolment is being focused in the areas of biological chemistry and polymer chemistry. One position will be in the area of NMR structure determination, and will be supported by a new multi-spectrometer high field NMR facility located at UTM The successful candidate will have teaching responsibilities largely within UTM's newly established Master of Biotechnology Program A second position in the area of Biological Chemistry will be supported by infrastructure associated with the new interdisciplinary Centre for Applied Biosciences and Biotechnology at UTM A third position will be in the area of living radical polymerization, and will be supported by the proposed Centre for Living Radical Polymerization at UTM The successful candidates will be expected to conduct active and innovative research programs and to teach at both the undergraduate and graduate levels. Applicants should possess a PhD in biological, biophysical, bio-organic, or polymer chemistry, or a related area, a strong academic background, and a record of excellence in research. Attractive start-up packages will be provided Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas Canadian citizens and permanent residents will be considered first for these positions. Applications will be accepted until October 15, 2001 Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Professor David Farrar, Chair of Chemistry, University of Toronto, 80 St George St., Toronto, ON Canada M5S 3H6.

THE UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure track faculty position in Physical Chemistry at the Assistant Professor level to begin July 1, 2002 Individuals with postdoctoral experience and exceptional research and teaching promise will be expected to develop a well-funded, internationally recognized research program and to teach undergraduate courses in physical chemistry. Outstanding candidates in any area of experimental physical chemistry or theoretical chemistry will be considered. Excellent funding opportunities through the Alberta Heritage Foundation for Science and Engineer-

Queen's University
Faculty of Law
(Faculty Appointments)

Queen's University Faculty of Law invites applications for tenure track or tenured appointments, particularly at the Assistant or Associate Professor level, to begin July 1st, 2002. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at Queen's and beyond. The main criterion is academic excellence, as reflected in the candidates' scholarly and teaching record, or a demonstrated potential for excellence in scholarship and teaching. Applicants must have completed, or be close to completing, graduate studies in law. The Faculty is especially interested in applicants with an interest in Civil Procedure, Commercial Law, Intellectual Property and Labour Law.

The Faculty is also interested in applications for candidates for Canada Research Chairs from mid-career and senior scholars with demonstrated excellence in scholarship. Information about Queen's Strategic Plan for these chairs is available at <http://www.queensu.ca/secretariat/senate/policies/resstrategic.html>.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canadian citizens and permanent residents will be considered first for this position.

Each full application should include a curriculum vitae, copies of transcripts, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of your intention to apply is November 1st, 2001, with completed applications by November 15th, 2001.

Applications and letters of reference should be sent to:

Dean Alison Harvison Young
Faculty of Law, Queen's University
Kingston, Ontario, Canada K7L 3N6
Telephone: (613)533-6000, ext.74285 / Fax: (613)533-6509
Email: <younga@qsilver.queensu.ca>

ing Research (www.ahfsrab.ca) are available to scientists in Alberta. Available research facilities and faculty research interests are summarized on the departmental web page (www.chem.ualberta.ca/). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a curriculum vitae, a research proposal, a statement of teaching philosophy, and arrange to have three letters of reference to be sent by October 31, 2001 to: Professor Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Chemistry is seeking to fill a faculty position in Analytical Chemistry to begin July 1, 2002. The rank for this position is open and applicants at any Professional level will be considered. The successful individual will have exceptional promise for research and teaching excellence. Candidates with research interests in any area of Analytical Chemistry will be considered. The research of 29 faculty and 150 graduate students is supported by excellent services, including X-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. The applicants should submit a complete curriculum vitae and a research proposal by October 31, 2001, and arrange to have three confidential letters of recommendation sent on their behalf to: Professor Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Chemistry and Biochemistry commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Head, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 3526, Fax. 519.973.7098, Email: taylor@uwindsor.ca

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Chemistry invites applications for a tenure-track position at the rank of Assistant Professor. Candidates with excellent research backgrounds in Analytical Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in analytical chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large, research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine and Dentistry. Candidates should send their complete curriculum vitae, the names of three referees and their complete contact information, a description of research accomplishments and a proposal for future research, with an appropriate budget to Prof. R. H. Lipson, Chair, Department of Chemistry. Further information may be obtained from Prof. Lipson by e-mail: rlipson@uwo.ca, Tel: (519)-661-3122, Fax: (519)-661-3022, or by post at the Department of Chemistry, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Closing date for receipt of applications is November 15, 2001. This position is subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Chemistry invites applications for a tenure-track (probationary) or tenured position at the rank of Assistant, Associate or Full Professor. Candidates with excellent research backgrounds in any area of Synthetic Chemistry (including main group, organic and polymer chemistry) will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative chemistry courses in their field at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large, research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine and Dentistry. Candidates should send their complete curriculum vitae, the names of three referees and their complete contact information, a description of research accomplishments and a proposal for future research, with an appropriate budget to Prof. R. H. Lipson, Chair, Department of Chemistry. Further information may be obtained from Prof. Lipson by e-mail: rlipson@uwo.ca, Tel: (519)-661-3122, Fax. (519)-661-3022, or by post at the Department of Chemistry, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Closing date for receipt of applications is November 15, 2001. This position is subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position.

CHEMISTRY & BIOCHEMISTRY

MCMASTER UNIVERSITY — The Departments of Chemistry and Biochemistry have openings for several academic appointments for individuals working at the interface of Chemistry and Biology. Areas of particular interest include protein NMR spectroscopy, mass spectrometry, x-ray crystallography and synthetic/medicinal chemistry. Appointments can be considered at any level. These positions are linked to existing strengths in the area of chemical biology, and to a recent infrastructure expansion involving the two departments. This includes the construction of a new 20,000 sq. ft. research facility that is fully equipped for the study of bio-molecule-biomolecule and small molecule-biomolecule interactions by NMR, MS, crystallography, fluorescence, and other spectroscopic techniques. Applicants should provide a curriculum vitae, a research plan, a statement of their teaching interests and experience, and should arrange for three letters of recommendation to be sent to, Dr. Brian McCarry, Chair, Search Committee, Biomolecular Interactions Initiative, c/o Department of Chemistry, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M1. Applications will be considered starting October 15, 2001, and will continue until the positions are filled. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for these positions. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including members of visible minorities, aboriginal peoples, persons with disabilities, and women.

CHINESE STUDIES

McGILL UNIVERSITY — The Department of East Asian Studies announces an entry-level tenure-track position in Chinese Studies, beginning Sept. 1, 2002. The area of research specialization is 20th century Chinese literature/culture. The position requires teaching undergraduate and graduate courses in literature, film studies, critical theory, and/or gender studies. Candidates should have a PhD by the time of appointment; teaching experience preferred. Knowledge of French is an asset. Applicants should send of a letter of application, a statement of research and teaching interest, a current vita, and three letters of recommendation to: Chair, Chinese Search Committee, Dept of East Asian Studies, 3434 McTavish, Montreal, Quebec H3A 1X9, Canada. The deadline for applications is Nov 15, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

CLASSICS

UNIVERSITY OF VICTORIA — The Department of Greek and Roman Studies invites applications for a senior level position in Roman History. We are seeking to make the appointment at the rank of Associate Professor or Professor. Applicants should be demonstrably active in research and publication, should be able to offer a broad range of courses in Roman history, to introduce innovative courses related to their research areas, and to teach Latin at all levels of the undergraduate and graduate curriculum. In addition, the successful candidate should be willing to supervise MA students concentrating on Roman history and to participate in other relevant components of our MA programme. The Department is interested in applications from candidates whose work reflects an engagement with social and cultural history. Applications from candidates with innovative, interdisciplinary or cross-cultural approaches to Roman history will also be particularly welcome. A willingness to contribute to the life and growth of the department is essential. The appointment will commence on 1 July 2002; rank of appointment will depend on the qualifications of the successful candidate. The salary floor for an Associate Professor in 2000–2001 was $60,000. Please send a letter of application and curriculum vitae to the Acting Chair by October 1, 2001. In addition, three referees should be asked to send confidential letters to the Acting Chair by 1 October 2001. Professor Ingrid E Holmberg, Acting Chair, Department of Greek and Roman Studies, Box 3045, University of Victoria, Victoria, B.C. V8W 3P4, Canada. Tel. (250) 721-8528; Fax (250) 721-8516; e-mail: ingrid@uvic.ca, web site: http://web.uvic.ca/ grs/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Advertisement is in compliance with University of Victoria Equity Plan.

DALHOUSIE UNIVERSITY — Applications are invited for a tenure track appointment at the Lecturer/Assistant Professor level effective July 1, 2002, in Classical History with a secondary interest in Latin Studies. All candidates will possess philological competence in Greek and Latin normally expected in international Classical Scholarship. At the undergraduate level a demonstrated ability to teach large introductory classes in Ancient History, as well as intermediate level classes in Greek and Roman History, is essential. The successful applicant will be able to contribute to the Graduate Programme of the Department: the preferred research area is Roman Republican and Imperial History; an interest in historiography and cross-disciplinary approaches to cultural history would be advantageous. In Latin studies, competence and readiness to teach Latin language and literature at the undergraduate level are expected. Applicants should have completed the PhD or be close to finishing and show competence in teaching, research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to: Dr. W. Hankey, Acting Chair, Department of Classics, Dalhousie University, 6135 University Avenue, Halifax, Nova Scotia B3H 4P9. The closing date for applications is October 31, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in Classical Studies commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873, Fax: 519 971 3648, Email: swh@uwindsor.ca.

THE UNIVERSITY OF BRITISH COLUMBIA

DIRECTOR, SCHOOL OF LIBRARY, ARCHIVAL & INFORMATION STUDIES

The School of Library, Archival and Information Studies seeks a Director as of July 1, 2002. The School offers graduate degree programs in Library and Information Studies (MLIS) and Archival Studies (MAS) together with multidisciplinary and joint degrees in Children's Literature (MA) and Teacher-librarianship (MA/Med). The University Senate and government have recently approved a PhD program to commence September, 2002. As part of its five-year plan for 2001-2006 the School is investigating joint programs in Health Informatics and an undergraduate program in communication, media and information studies. There are 140 graduate students, 12 full-time faculty members, 3 full-time staff and a number of part-time and sessional lecturers and staff.

This appointment is subject to final budgetary approval and will be made at the rank of Professor with tenure, assuming that suitable qualifications are offered. If a suitably qualified candidate is not found, the University will consider an appointment at the rank of Associate Professor.

Responsibilities: The Director is responsible for: academic and administrative leadership with colleagues; fiscal and personnel management; administration of curriculum planning, implementation, and evaluation; fund-raising and outreach to the external community; representing the School in the academic and professional communities; maintenance of active relationships with the current student body and with alumni; and promotion of high quality research within the School. Teaching and scholarship are expected to a level appropriate with overall responsibilities.

Qualifications: Earned doctorate in a field relevant to the mission of the School, demonstrated administrative leadership and experience, strong record of scholarship and teaching and service, excellent communication skills, dynamic leadership qualities, proficiency for fostering collegiality and consensus-building, vision to create, facilitate and implement changes to keep the School at the leading edge of information-related education, capacity to create productive partnerships across disciplinary and organizational boundaries and with business and industry.

Salary: Commensurate with qualifications and experience. The University provides generous pension, medical and dental plans.

Application Closing Date: **October 15, 2001** or until filled. With their letter of application applicants should send a current c.v. and arrange for three letters of reference to be forwarded. Applicants must also indicate Citizenship and/or immigration status. Applications and requests for information should be addressed to:

Dr. Alan Tully, Dean
Faculty of Arts
Room B130, Buchanan Building
The University of British Columbia
Vancouver, BC V6T 1Z1

Voice: (604) 822-3751
E-mail: oertwig@arts.ubc.ca.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of Alberta
Edmonton

Faculty of Medicine and Dentistry

Chair, Department of Medical Microbiology and Immunology

The Faculty of Medicine and Dentistry seeks an outstanding individual to provide scientific and academic leadership to a research-intensive Department focussed on Microbiology and Immunology. Current areas of research strength include bacterial and viral pathogenesis, microbial immune evasion strategies, signaling mechanisms in immune effector cells, and autoimmunity (www.ualberta.ca/~mmi). The Department has a dynamic graduate program and a highly-rated medical residency training program. Its academic mission includes basic science and health science professional training at the undergraduate level. The Department offers exceptional physical infrastructure and funding opportunities, and strong collaborative links with the campus-wide Immunology Network, the Provincial Laboratory of Public Health, and the Division of Infectious Diseases in the Department of Medicine. The opportunities in research are enhanced by the Alberta Heritage Foundation for Medical Research and the newly-established Alberta Heritage Foundation for Science and Engineering Research. There are strong faculty facilities of proteomics, bioinformatics, x-ray and NMR structural biochemistry. Additional research space will be available in the Health Sciences Innovation Research Centre to be completed in 2004. This is a unique opportunity for an individual to lead a department offering high quality education and research programs. The University of Alberta is one of Canada's leading research- intensive Universities.

The successful candidate (PhD or MD) will have an internationally recognized research program in the area of infection or immunity, strong leadership and mentoring qualities, and a commitment to academic program development. Previous administrative experience would be an asset. Applicants should reply by September 30, 2001, enclosing a curriculum vitae and the names and addresses of three references to the address below.

Chair, Department of Public Health Sciences

The Department of Public Health Sciences in the Faculty of Medicine and Dentistry at the University of Alberta is seeking a new Chair. The Department encompasses five programs with over 25 full-time faculty members, assisted by individuals with adjunct and cross-appointed positions. The five programs include Epidemiology, Health Policy and Management (including Health Technology Assessment and Economics), Population Health, Environmental Health Sciences and Occupational Health.

Health Policy and Management provides a fully accredited course-based MPH program; the Epidemiology program is of introducing a specialization in Clinical Epidemiology; Environmental Health Sciences program has recently expanded its first-class trace analytical laboratory; the Population Health program serves as a resource to health agencies and government, and the Occupational Health program offers a Royal College residency training program in Occupational Medicine. The Department has affiliations with a number of centers such as the Alberta Centre for Injury Control and Research, Alberta Consultative Health Research Network, Centres of Health Evidence, Institute of Health Economics, Centre for Health Promotion Studies, John Dossetor Bioethics Centre and Network in Environmental Risk Assessment and Manpower.

The Alberta Heritage for Foundation for Medical Research provides an endowment of one billion dollars towards medical and health research. The faculty has close links with the Capital Health Authority, the largest regional health authority in Canada.

The graduate programs have approximately 120 students enrolled in MPH, MSc and PhD degrees. Research activities are extensive and involve grants and contracts from public and private sectors. There are significant opportunities to expand academic programs in the Department.

The successful candidate will have a proven record of excellence in both research and teaching. The appointment will be at the rank of full Professor, with salary commensurate with qualifications and experience. Applicants should reply by October 31, 2001, enclosing a curriculum vitae and the names and addresses of three references to the address below.

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta T6G 2R7

The records arising from these competitions will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

ELECTRICAL AND COMPUTER ENGINEERING

The Department of Electrical and Computer Engineering invites applications for the position of Departmental Head with a full-time, tenured appointment at the full Professor level. The successful candidate will have a PhD degree in a related discipline, and be eligible to be registered as a PEng in the Province of Alberta. The candidate will have achieved academic excellence and developed strong leadership skills. The new Department Head needs to have a vision that will lead the Department through rapid expansion, further enhance its current strengths and promote development of important novel research areas.

The Department runs vibrant teaching and research programs and offers three undergraduate degrees in Electrical Engineering, Computer Engineering and Software Engineering as well as Masters and PhD degrees in many areas within these disciplines. The Department has a total annual intake of over 200 undergraduate students and has more than 130 full- and part-time graduate students. The construction of a new Information and Communications Technologies building that will provide additional space will be completed in August 2001. To further enhance research potential, another new building, the Calgary Center for Innovative Technologies, is currently under construction.

In addition to available Federal funds, the Province of Alberta has recently established a $1 billion endowment for research through the Alberta Heritage Foundation for Science and Engineering Research. Further funds will be allocated annually to research teams in ICT areas through the Alberta Informatics Circle of Research Excellence (http://www.icore.ca). Alberta offers excellent computing facilities that include the MACI project (http://www.maci.ca) and one of Canada's leading high-speed research networks, NeteraNet (http://www.netera.ca). The Department is a member of the Canadian Microelectronics Corporation, which provides access to international state-of-the-art microelectronic fabrication facilities, and is a founding member of the Federally-funded Micronet R&D, a Network of Centres of Excellence. Access to world-class microstructure fabrication (MEMS/microfluidics) is also available.

The University of Calgary is located on a modern campus in an attractive residential area, just minutes from downtown. With a population approaching 1 million, Calgary is Canada's engineering capital, second largest head-office city and enjoys a vibrant economic climate based on energy, high-tech and tourism industries. This business environment provides a variety of opportunities for scholars. Alberta has the most favourable taxation environment in Canada. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Applicants are encouraged to apply as soon as possible, but applications will be entertained until the position is filled. The appointment as a Head is for a five-year period commencing July 1, 2002, renewable for an additional term. However, the professorial appointment can be made effective January 1, 2002, if appropriate and necessary. The selection process will begin on **November 15, 2001**.

Applications, including a curriculum vitae and the names and addresses (plus e-mail, telephone and fax numbers) of five confidential referees from industry and academia, should be sent to: **Dr. S. C. Wirasinghe**, Dean, Faculty of Engineering, at the address below. Phone: (403) 220-5731; Fax: (403) 284-3697; e-mail: wirasing@ucalgary.ca

Applications are encouraged from international candidates as well as Canadian citizens and permanent residents of Canada.

HUMAN RESOURCES AND ORGANIZATIONAL DYNAMICS

The Faculty of Management is seeking candidates with a completed PhD (or completion by the position start date) and demonstrated research potential to fill two tenure-track positions in the Human Resources and Organizational Dynamics area; applications from both emerging and established scholars are welcome. The successful candidates will be expected to take an active role in the research activities of the area, which include industrial relations, organizational behaviour, human resource management, and organizational development, and to teach at both the graduate and undergraduate levels, primarily in organizational behaviour and human resource management. The successful candidates will be expected to establish or continue a strong research program and to supervise graduate students in their thesis research. Anticipated starting date is July 1, 2002.

The Faculty of Management at the University of Calgary is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full- and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe. An AACSB accredited institution, the Faculty of Management expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided.

The University of Calgary is located on a modern campus in an attractive residential area, just minutes from downtown. With a population of 850,000, Calgary is Canada's second largest head-office city and enjoys a vibrant economic climate based on energy and tourism industries, as well as growing high-tech and service sectors. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and the contact details of three references by **October 31, 2001**, to: **Allen Ponak**, Chair, Human Resources and Organizational Dynamics, Faculty of Management, at the address below. E-mail: ponak@mgmt.ucalgary.ca; Phone: (403) 220-7584; Fax: (403) 220-0095.

For more information, please visit www.ucalgary.ca/mg/postings

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

FACULTY OF EDUCATION

Educational Technology

The Faculty of Education is seeking applicants for several tenure-track positions in Educational Technology at the Assistant/Associate Professor rank, with start dates between July 1, 2001 and July 1, 2002. These new positions are being advertised as part of a major program expansion. Preferred candidate expertise should fall into one or more of the following areas: multimedia/hypermedia design and development, simulations/gaming, and human factors.

Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications include a completed doctorate in educational technology, evidence of successful teaching in school and university settings, a strong research and publication record, interest in flexible/distributed education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment. Successful candidates will have demonstrated expertise in integrating technology into their own professional, research and teaching tasks.

Applications will be considered until all positions are filled.

Educational Leadership

The Faculty of Education is seeking applicants for a tenure-track position in the area of Educational Leadership. Appointment will be at the Assistant Professor rank. Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications include a completed doctorate in educational leadership, plus evidence of successful experience as a teacher and administrator in K-12 settings. Applications in this area would be strengthened by evidence of additional expertise in adult, community, or higher education.

Applicants should provide evidence of potential to build a strong research and publication record, interest in distributed education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment.

Applications will be considered until the position is filled.

Applications should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names and contact information for three referees directed to: **Dr. Annette LaGrange**, Dean, Faculty of Education, at the address below.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

INORGANIC CHEMISTRY

The Department of Chemistry invites applications for a tenure-track position in any area of Inorganic Chemistry at the Assistant or Associate Professor level.

Individuals who can fulfill the Department's commitment to excellence in teaching at both the undergraduate and graduate levels, and who have or will develop an imaginative and vigorous research program which will complement those of existing faculty members are encouraged to apply. Applicants must have a PhD degree and postdoctoral research experience, or equivalent. Interested persons should consult the Web site of the Alberta Heritage Foundation for Science and Engineering Research (www.ahfser.ab.ca) to learn more about the provincial programs to support research that are available to supplement the internally-available support that this dynamic department can provide.

The salary will depend on the level at which the appointment is made. The successful candidate will be expected to take up the position in July 2002. Although this is an open competition, applications from candidates eligible for an NSERC University Faculty Award are welcome.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests and a detailed research proposal to: **Dr. R. A. Kydd**, Head, Department of Chemistry, at the address below. Fax: (403) 284-1372; e-mail: kydd@ucalgary.ca by **October 15, 2001**. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and residents of Canada.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/HR/career

www.ucalgary.ca

THE UNIVERSITY OF TORONTO — The Department of Classics is soliciting applications for two tenure-stream positions at the rank of Assistant Professor. One position is in the Field of Greek history and the other in Roman history and/or Latin literature. Successful applicants will be expected to contribute to a growing and research-intensive doctoral programme and to a thriving undergraduate programme in Greek, Latin, and Classical Civilization. The department is particularly interested in candidates who combine a thorough training in Classical languages with an interest in other humanities disciplines. The appointments will begin 1 July 2002, an appropriate doctoral degree must have been earned by that date. Salary will be commensuate with qualifications and experience. Applications should include: a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research plans. Applicants should also arrange to have three letters of recommendation sent to: Classics and Ancient History Search Committee, Dept. of Classics, University of Toronto, 97 St. George St., Toronto M5S 2E8, Canada. Complete applications should reach the Chair of the Search Committee at this address no later than 31 October 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. Any enquiries about the application should be sent to chairclassics@utoronto.ca

COMMERCE

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration. Applications are invited in a number of areas including accounting, business economics, finance, marketing, management information systems, operations and production, transportation and logistics, and organizational behaviour and human resources. Appointments are available July 1, 2002 or January 1, 2003 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Information regarding priorities by subfield is available on the website at: http://www.commerce.ubc.ca/faculty/faculty_openings/index.cfm. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, BC, Canada V6T 1Z2. We encourage applications before December 1, 2001. The competition for candidates in any particular area will be closed when a suitable candidate is found.

COMPUTER SCIENCE

UNIVERSITY OF ALBERTA — Computer Science Department. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the Capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have ten established research laboratories, including Algorithmics, Artificial Intelligence, Computer Vision and Multimedia Communications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In a, and a new billion dollar science and engineering research foundation (www.ahfsera b ca). Our current complement of 42 regular faculty work within a department of about 32 support staff, 160 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across the sub-disciplines. Candidates should have, or be at the completion stage of a PhD degree in Computing Science, and a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vitae and the names and addresses of three referees to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8 or e-mail: everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Computer Science a top-tier research University in Canada, is actively expanding its activities in Computer Science. Applications are invited for tenure-track or tenured positions, at all levels. The department currently comprises 30 faculty in teaching and research positions. Degrees at the BSc, MSc and PhD levels are offered in Computer Science, as well as degrees with specialization in Software Engineering. Research in the department spans topics in the fundamental areas of computer science, as well as emerging subjects such as molecular computing, legal issues in computing, network quality of service, and web technologies (see www.csd.uwo.ca/research for more details). Links with the Faculties of Law, Information and Media Studies, Ivey School of Business and with various departments allow the department to offer its students unique courses and foster interdisciplinary research opportunities for faculty and graduate students. Major research projects are funded by international, federal, provincial and private sector sources. New faculty are invited to participate in existing research projects, and to initiate projects of their own. With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City." An international airport, galleries, theatre, music and sporting events are to be found, as would be expected of a larger center (see www.city.london.on.ca). The closing dates for applications are the second Friday of each month until August 9, 2002. Candidates should have a PhD in Computer Science or Software Engineering and must show evidence of a strong research program and commitment to teaching. Priority will be given to candidates who build on existing strengths of the department, or who can establish leading projects in new areas. Successful candidates will teach in both the graduate and undergraduate programs of the department and pursue a strong, individually-defined research program. To apply, please send a CV, a statement of your teaching philosophy and three representative publications to: Prof. Stephen M. Watt, Chair, Department of Computer Science, MC355, The University of Western Ontario, London, Ontario, Canada N6A 5B7. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF NEW BRUNSWICK — Applications are invited for tenure track appointments at the Assistant or Associate Professor level, beginning January 1 or July 1, 2002. Salary will depend upon the qualifications and experience of the successful applicant, who is expected to have a PhD or be nearing completion, with evidence of research accomplishments and potential of excellence in teaching. Applicants must be willing to teach at both the undergraduate and graduate levels, with preference being given to persons interested in one or more of the following areas: Data Communications, Operating Systems and Distributed Computing, Software Engineering, Computer Graphics, Human Computer Interaction, Database, Multimedia Systems, High Performance Computing, and Bioinformatics. Applicants must be prepared to pursue an active research program and supervise graduate students. The Faculty of Computer Science offers the BCS, MCS, and PhD degrees and has 25 faculty members with 700 undergraduate and 60 graduate students. A new building for Computer Science, with new teaching and research labs, has just been opened on Fall 2000. UNB also operates a Multimedia Studies program through the Faculty of Arts, an Electronic Text Centre under the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidates for possible collaboration. The greater Fredericton area has many software firms that have formed collaborations with UNB through our Information Technology Centre. The campus will soon have a new NRC Research Centre dedicated to e-commerce and related technological issues, providing many opportunities for research partnerships. Please direct inquiries to: Dr. Jane Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P. O. Box 4400, Fredericton, NB E3B 5A3, Phone: (506) 453-4566, Fax (506) 453-3566; Email: fcs@unb.ca. Applications will be accepted until the positions are filled. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the School of Computer Science commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2950; Fax 519.973.7093; Email: qarabon@uwindsor.ca

THE UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Our Computer Science department houses a diverse research program with international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The University of Waterloo's Computer Science Department is one of the largest and the most eclectic departments within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full-time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 department-wide research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor, in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.cs.uwaterloo.ca/index.html. Exceptional candidates at all levels of experience and in our priority recruiting areas (bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces) are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensuate with experience. Applications should include a curriculum vita and the names and e-mail addresses of three references. The application should be directed to: Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2002 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

THE UNIVERSITY OF LETHBRIDGE — The Department of Mathematics and Computer Science requires an Assistant Professor; probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. A PhD at or near completion in computer science is required. The successful applicant will be expected to develop a continuing research program, to seek external research funding, and to teach at the undergraduate level. Opportunities exist for the supervision of graduate students. The department is undergoing major expansion and anticipates several new appointments including research chairs. It runs a well-equipped Unix network including undergraduate SUN workstation laboratories and has access to PC and Mac labs. Also, through the province's MACI program, researchers have high speed access to a diverse range of equipment from supercomputers to visualization equipment. New Faculty are eligible for funding in support of research and scholarly activities. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, The University focuses on excellence in undergraduate programs and has an enrollment of over 6,500 students. The University is in an expansion phase and, among other projects, has completed a $37-million Library Information Network Centre. For more information about the University please visit our web site at www.uleth.ca, or the Department's home page at www.cs.uleth.ca. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed or e-mailed directly to: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2410; E-mail: chair@cs.uleth.ca. The closing date for applications is November 15, 2001, though the position shall stay open until filled.

CRIMINOLOGY

SIMON FRASER UNIVERSITY — The School of Criminology invites applications for one tenure-track position at the Assistant Professor level, available September 1, 2002. The School has a well-established undergraduate programme with over 700 majors and minors in criminology. It also offers graduate programmes leading to the degrees of M.A. and PhD. Qualifications: Both an LL.B and a PhD, or an LL.M., or a J.S.D. is required. Applicants must specialize in at least two of the following areas: criminal law, criminal procedure and evidence, human rights and civil liberties, philosophy of law. The successful applicant will be expected to undertake research and to conduct teaching at the undergraduate and graduate levels and should be willing to teach courses in the above areas. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The successful candidate will be hired at the rank of Assistant Professor and only those holding or those eligible to be promoted to the rank will be considered. Salary will be dependent upon qualifications and experience and the position is subject to final budgetary approval. Applications will be accepted until October 31st, 2001. Applications will be treated in confidence and should be sent together with a curriculum vitae, a sample publication, and the names of at least three referees to: Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone (604) 291-4305; fax (604) 291-4140. For further information about the School of Criminology see our website @ www.sfu.ca/criminology. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — Centre of Criminology and Woodsworth College invite applications for a tenure-track joint appointment at the rank of assistant professor. The successful candidate will have a doctorate in the social sciences, humanities, or law and research and teaching interests in socio-legal studies. The appointment will be effective 1 July, 2002. Applicants should have a completed doctorate at the time of appointment and have demonstrated promise of excellence in teaching and scholarly research and publication. As the appointment is shared (60% Criminology, 40% Woodsworth), the appointee will be expected to teach courses in the undergraduate program in criminology at Woodsworth and the graduate program at the Centre of Criminology. Salary will be commensurate with experience and qualifications. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its

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The University of Western Ontario

Chair of the Department of Economics

Nominations and applications are invited for the position of Chair of the Department of Economics, Faculty of Social Science, effective July 1, 2002. A Selection Committee recommends an appointment for a five-year term, renewable. Commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience preferred. The selected candidate is expected to show leadership in teaching, research and administration and creativity in adding new dimensions to the activities of the Department. Nominations and applications should be sent to:

Dean Peter Neary
Chair of the Selection Committee (Department of Economics)
Office of the Dean
Faculty of Social Science
The University of Western Ontario
London, Ontario, Canada N6A 5C2

The deadline for submission is **October 31, 2001**

Position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities.

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Accounting (one in Financial and one in Management), International Business, Management Science, Strategy and Business Policies, Marketing and Operational Behaviour/Human Resources (Assistant, Associate or Full Professor levels).

QUALIFICATIONS
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, reercation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2002, but is flexible. Applicants should submit a cover letter, current C.V., three letters of recommendation and a sample publication, thesis proposal or completed thesis, preferably by email to: deansoffice@business.queensu.ca, or by mail to:

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further the diversification of ideas. Applications should include a covering letter, curriculum vitae, and two article-length samples of written work. Applicants should also arrange to have three letters of reference submitted under separate cover. All correspondence should be sent to: Professor Anthony Doob, Acting Director, Centre of Criminology, 130 St. George St., Room 8001, University of Toronto, Toronto, Ontario, Canada M5S 3H1. Closing date for applications is 15 October, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in Criminology in the Department of Sociology and Anthropology commencing January 1, 2002 or July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253-3000, Ext. 2190, Fax: 519 971-3621, Email: lynnep@uwindsor.ca

DESIGN

YORK UNIVERSITY — The Department of Design, Faculty of Fine Arts invites applications for three tenure track positions from candidates who want to shape design research and push new ideas for design's leadership role in the information age. The Department of Design is one of six departments within the Faculty of Fine Arts at York University in Toronto — the third largest university in Canada, with over 35,000 students. The Bachelor of Design degree is offered as part of a joint program in design with Sheridan College, one of the most respected institutions in North America for graphic design, animation and technology. Our undergraduate curriculum focuses upon all aspects of Design Studies, Communication Design, Information Design, and Interactive Multimedia systems. These appointments offer one of the most unique and challenging opportunities in North America to any candidate who wants to help develop the new taxonomy for design research, create innovative graduate programs in design, help establish a Design Research Institute which includes a virtual national design archive and is initially pursuing external relationships with foundations and corporations which want to support user oriented research in learning as it relates to behaviour, design theory, design methods, interactive systems, and technology. These activities will be housed in the new $35,000,000 TEL (Technology Enhanced Learning) Building opening in 2003. We are most interested in new faculty members with a demonstrated ability and strong commitment to design research, methods, theory and practice which crosses boundaries. Each appointment should be seen as fluid and not static. Design Studies Appointment: The successful applicant will provide research and leadership in at least two of the following areas: design history, design research, design theory, design management, information and systems management, as well as being able to teach in at least one practicum area. Information Design Appointment: The successful applicant will provide a research focus and leadership in at least two of the following practicum based areas: interactive design, website design, and information architecture, as well as being able to teach at least one course in the design studies area. All applicants are encouraged to apply for, and will be considered for, more than one position whenever appropriate. The deadline to apply with a complete and formal application is November 15, 2001. Candidates should embrace design as a strong force in our society and bring a keen interest in the development of new teaching and research methods to the academic context. They will be expected to be active and productive in the scholarly development of ideas, funded research, and/or innovative theory. These appointments will require the usual responsibilities of participation in departmental governance, management of committees, course and curriculum development, advising and evaluations of incoming applicants. Candidates with strong previous teaching and/or extensive professional experience and a track record in research will be given preference. Rank and salary are open and will be competitive and commensurate with experience. Each applicant is expected to have the relevant terminal graduate degree and either possess or be willing to seek RGD membership in Ontario. Initial applications for candidacy should include a letter of application which states your interests in the areas of research, teaching, and practice, examples of your research and/or design work, examples of your students' work (if available); a curriculum vitae, and a list of five academic and/or professional references who we may contact with your permission. Consideration of applications will begin as they arrive. Our hiring schedule is flexible and positions will remain open until the positions are filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial / visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Design welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Send application materials by November 15, 2001 to Don Newgren, Chair, Department of Design, York University, 283 Winters College, 4700 Keele Street, Toronto, Ontario M3J 1P3, dnewgren@yorku.ca, 416-736-5490.

ORAMA

UNIVERSITY OF SASKATCHEWAN — The Department of Drama invites applications for a six-month term position at the Instructor level beginning 1 January 2002. The successful applicant will have expertise in the areas of voice and acting and may be assigned additional directoral duties. Applicants should have an M.F.A. in Theatre or equivalent qualifications and an active record of significant experience in teaching and/or professional theatre. Please submit applications with curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by 15 September 2001 to: Dr. Dwayne Brenna, Head, Department of Drama, University of Saskatchewan, Saskatoon, SK S7N 5E2. The Department of Drama at the University of Saskatchewan is the oldest theatre department in the commonwealth, has a full-time faculty of six with several additional sessional appointments, and currently offers B.A., B.F.A., and M.A. degrees in theatre. The department's production season features four mainstage shows from the classical and modern repertoire, including Canadian plays. Faculty within the department are active in the flourishing theatre scene in Saskatoon and also in film and radio. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

THE UNIVERSITY OF WINDSOR — invites applications for a faculty position in the School of Dramatic Art commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2805; Fax: 519.971 3629; Email: madykel@uwindsor.ca

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking a mineralogist who must be able to teach mineralogy at all levels in our undergraduate and graduate programs. Preference will be given to an individual who has research interests in one or more of the following areas: (i) low-temperature or diagenetic processes, (ii) high-pressure mineralogy, (iii) ore deposit mineralogy, and/or (iv) mineral surface science. The person selected for this position will develop an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs that involve various aspects of mineralogy. The Department is exceptionally well equipped with state-of-the art analytical equipment (e.g., electron microprobe, scanning electron microscope, X-ray powder diffractometers, and isotope geochemistry laboratories) and has an international reputation for teaching and research excellence. Detailed information on the Department can be found on the World Wide Web at: http://www.ualberta.ca/EAS. The appointment for this position will be at either the Assistant or Associate Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 2002 providing a suitable candidate can be found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3 (Fax: 403-492-8190). Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for receipt of applications and letters of reference is November 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EARTH & OCEAN SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Earth and Ocean Sciences invites applications for a tenure-track Instructor I position, beginning January 1, 2002. We seek a person with skills and interest in teaching undergraduate geology and in the acquisition and maintenance of teaching collections. A PhD, computer skills, and teaching experience are required. The successful candidate will be expected to 1 Organize teaching materials related to courses in mineralogy, petrology, paleontology, stratigraphy and structural geology; 2 Teach introductory and service courses; 3 Organize and participate in Field School/s, and 4 Foster outreach activities aimed at encouraging enrollment in EOS programs. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This position is subject to final budgetary approval. Applications including a resumé, a statement of teaching interests, and the names of three referees should be sent to Dr. P.L. Smith, Head, Department of Earth and Ocean Sciences, University of British Columbia, 6339 Stores Road, Vancouver, B.C. Canada V6T 1Z4, by November 1, 2001.

EARTH SCIENCES

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in Earth Sciences commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3526, Fax 519 973-7098; Email: taylor@uwindsor.ca.

ECONOMICS

SIMON FRASER UNIVERSITY — The Department of Economics seeks to fill three tenure track positions at the assistant professor level, subject to budgetary authorization and approval by the Board of Governors. Candidates who have an interest in econometrics, development, or behavioral economics are particularly encouraged to apply, but strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate level. Candidates should have a PhD completed or near completion. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Department. Also send a letter of application and curriculum vitae by November 16, 2001 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6, Canada, Fax: 604-291-5944, E-mail: econjob@sfu.ca

McGILL UNIVERSITY — The Department of Economics is seeking an outstanding scholar to fill a Canada Research Chair (CRC) in the Department. Details about the Federal Government's CRC program and the chair selection criteria can be found at http://www.chairs.gc.ca. A candidate should be a scholar of international reputation in any field of economics. Any interested candidate should send an up-to-date CV to Professor John Kuiken, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, QC, H3A 2T7, Canada.

McGILL UNIVERSITY — Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 2002) and show strong potential for excellence in research and teaching. Fields open but we are especially interested in hearing from candidates with a specialty in international economics. Please send application, curriculum vitae and three confidential letters of reference to Prof. John Kuiken, Chair, Department of Economic, McGill University, 855 Sherbrooke Street West, Montreal, QC, H3A 2T7, Canada. Closing date for applications is 30 November, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2002. Rank is open for one of the appointments, the second appointment will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor, as above, must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. For one of the positions, the Department is especially interested in applicants with fields in financial economics and econometrics. However, candidates in all areas will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Atkinson

FACULTY POSITIONS

The Atkinson Faculty of Liberal and Professional Studies, York University 's second largest Faculty, invites applications for 13 faculty positions to commence January 1 or July 1, 2002. Excellent candidates with research related to information technology, e-business and markets will be considered for a Canada Research Chair nomination.

Applications and supporting documentation should be directed to the director/coordinator of the appropriate school/program listed below and sent to the Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3.

Further information about each of the positions listed below and the deadlines for the submisson of applications can be found at: www.yorku.ca under Academic Employment. All appointments are subject to final budgetary approval.

Administrative Studies: A total of five entry level appointments. Up to three tenure-track appointments and up to five contractually limited appointments to be chosen from the following areas: Strategic Management, Financial Accounting, Management Accounting, Auditing/Management Information Systems. (*Attention:* Dr. Brian Gaber, Director, *e-mail:* bgaber@yorku.ca)

Economics: One tenure-track position to be chosen from the following areas: Business Economics, Applied Research Methods, Health Economics and Policy Analysis, Globalization, Technology and Trade. (*Attention:* Dr. Brenda Spotton Visano, Coordinator, *e-mail:* spotton@yorku.ca)

Health Policy and Management: Two tenure-track positions in the following areas: Health Management/ Administration, Health Informatics. (*Attention:* Dr. Marcia Rioux, Chair, *e-mail:* mrioux@interlog.com)

Information Technology: One tenure-track and two contractually limited appointments to be chosen from the following areas: Systems Analysis and Design, Software Systems, Information Management, Networking and Communications, Databases, E-commerce Technologies. (*Attention:* Dr. Stephen Chen, Coordinator, *e-mail:* sychen@yorku.ca)

Mathematics: One contractually limited position in mathematics or statistics. (*Attention:* Dr. Augustine Wong, Coordinator, *e-mail:* august@yorku.ca)

Science and Technology Studies: One tenure-track position in science and technology studies, or in the history and philosophy of science. (*Attention:* Dr. Sam Lanfranco, Chair, SASIT, *e-mail:* lanfran@yorku.ca)

For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. York University welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, the York affirmative action office can be reached at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions.

Toronto Sunnybrook Regional Cancer Centre

Cancer Care Ontario, *a provincial agency, is responsible for the development of an integrated cancer control system in Ontario. We advise government on the planning of the cancer system in the province, develop standards related to the delivery of cancer programs, and promote the coordination and effectiveness of services that are provided.*

As part of our mandate, we manage the province's nine regional cancer treatment centres, including Toronto Sunnybrook Regional Cancer Centre. The Centre, a partnership between Sunnybrook & Women's and Cancer Care Ontario, provides a comprehensive cancer control program, and is active in research and education through its full affiliation with the University of Toronto.

CLINICIAN SCIENTIST

TORONTO-SUNNYBROOK REGIONAL CANCER CENTRE SUNNYBROOK & WOMEN'S COLLEGE HEALTH SCIENCES CENTRE

This role (which is 75% research, 25% clinical) calls for an individual trained in Medical Oncology/ Haematology/Radiation Oncology to undertake the interface research between the basic laboratory and the clinic. Existing research programs specialize in angiogenesis, cell cycle control, cancer vaccines, chronobiology cancer imaging, and novel therapeutics. Established Clinical Sites Groups include Breast, Haematology, Gynecology, CV and others.

The successful candidate will be expected to establish an independent and collaborative research program funded through competitive sources. The incumbent's work must enhance the established academic excellence of the centre and facilitate the interaction between clinicians and scientists.

The Toronto-Sunnybrook Regional Cancer Centre is a dynamic multidisciplinary cancer centre staffed by medical, radiation and surgical oncologists and is one of the largest centres in North America. Sunnybrook and Women's College Health Sciences Centre is a major teaching hospital of the University of Toronto and a tertiary referral centre.

Candidates must hold or be eligible for appropriate subspecialty certification from the Royal College of Physicians and Surgeons of Canada, and hold or be eligible for a license to practice medicine in Ontario. In addition, applicants must have qualifications appropriate for an appointment as Assistant or Associate Professor at the University of Toronto.

* The position is supported by full salary, commensurate with qualifications, coupled with generous start-up funding.

Qualified individuals are invited to submit curriculum vitae and two letters of reference to: **Dr. Carol Sawka, Chief Executive Officer, Toronto-Sunnybrook Regional Cancer Centre, 2075 Bayview Avenue, Suite T2025, Toronto, Ontario, CANADA M4N 3M5.**

In accordance with its employment equity policy, Cancer Care Ontario encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

We would like to thank all who apply, but only those selected for an interview will be contacted.

We are an equal opportunity employer

SUNNYBROOK & WOMEN'S

Sunnybrook and Women's College Health Sciences Centre

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of Economics invites applications for a 16-month term appointment at the rank of Assistant Professor, commencing January 1, 2002, subject to budgetary approval. All areas of specialization will be considered. The successful candidate is expected to teach graduate courses at the M.A. level and undergraduate courses. Applicants should have completed or be near completion of a PhD degree in economics. Applications, including a curriculum vitae and the names and addresses of at least three referees, should be sent to: Dr. Eugene Tsoa, Head, Department of Economics, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7; e-mail: tsoa@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. The closing date for applications is September 30, 2001. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytical Studies and Information Technology (SASIT), Economics Program. Applications are invited for a tenure track position at the assistant professor level in economics starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in economics (or expected in 2002) and show potential of becoming excellent teachers and recognized scholars. While outstanding candidates in any field of economics may apply, the program is particularly interested in candidates with complementary research and teaching strengths in the areas of: business economics, applied research methods, health economics and policy analysis; and globalization, technology and trade. Duties for this position include teaching at the undergraduate and graduate level, research, supervision and committee service. Salary will be commensurate with qualifications and experience. Applications should include a letter of application indicating citizenship/resident status; a curriculum vitae and recent research paper; a statement of teaching and research interests; and any other supporting teaching and research documentation. Applications should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Brenda Spotton Visano, Coordinator, Economics, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. The deadline for applications is November 15, 2001. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF LETHBRIDGE — The Department of Economics is seeking candidates to apply for two positions, one at the level of Assistant Professor, the second at the level of Assistant or Associate Professor. Both are probationary (tenure-track) positions beginning 1 July 2002, subject to budgetary approval. For each position, a PhD in Economics, or near completion, is required. The successful applicant will be expected to teach in the areas of industrial organization, natural resource economics, environmental economics, or public finance, although all fields will be considered. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,500 students. The University is in an expansion phase and, among other projects, has completed a $37-million Library Information Network Centre (LINC) and a new research facility, Exploration Place. For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae, most recent transcript, course outlines and teaching evaluations, names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Duane Rockerbie, Chair, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2518, Fax (403) 382-2519, or E-mail: rockerbie@uleth.ca. The closing date for applications is November 15, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in either the Department of Economics or the Department of Political Science in the area of economic development and international trade commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Ralph Kolinski, Head, Economics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253 3000, Ext. 2375, Fax 519.973 7096, Email: kolinski@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — The Department of Economics seeks to fill one (or more) tenure track position(s); rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: public/health economics, corporate finance, international economics, statistics/econometrics, mathematics for economists, applied micro, and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The position is effective January 1, 2002 with May 1 or September 1 start dates also possible. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Deadline for applications is December 1, 2001.

EDUCATION

THE UNIVERSITY OF NEW BRUNSWICK — The Faculty of Education invites applications for an 18-month term position in social studies education beginning January 1, 2002; there is a high probability that this position will be converted to tenure track within that period of time. The appointment will be at the Assistant Professor level. Expertise in both elementary and secondary social studies curriculum is essential, as are an articulated research program and a willingness to collaborate with colleagues in related fields. Background in general curriculum theory is desirable, as are school teaching experience and familiarity with Canadian resources and curricula. Teaching in the BEd and MEd programs is expected and there is potential to work with PhD candidates. Applications will be received until Nov 1, 2001. Inquiries and applications, including a curriculum vitae, description of teaching and research interests, and the names of three referees should be sent to Dr. Marian Small, Dean, Faculty of Education, Bag Service #45333, University of New Brunswick, Fredericton, NB, E3B 6E3. Information about UNB may be found at http://www.unb.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF ALBERTA — The Department of Secondary Education invites applications for a full time tenure track position in second language education. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2002. The successful candidate will be responsible for leadership in teacher education and curriculum studies in second languages education at the undergraduate and graduate level, graduate student supervision at the Master's and doctoral level, and some field experience supervision. The candidate will be expected to maintain an active program of research. It is anticipated that she/he will take a leadership role in a broad range of second language teacher education programs offered in the Faculty of Education at the University of Alberta. The Department of Secondary Education at the University of Alberta has a strong focus on teacher education and curriculum studies both nationally and internationally. Undergraduate programs are offered in a full range of secondary school teaching subject area concentrations. Graduate programs normally focus on a subject matter area, or will have particular specialization in the field of curriculum and pedagogy (e.g., curriculum theory, pedagogical inquiry, curriculum and pedagogical implications of gender culture, globalization, etc.). Applicants for the second language education position should have a doctorate in second language education or be near completion. A background in English as a Second Language, or English as a Foreign Language will be an asset for this position. Applicants should provide evidence of successful teaching of a second language, preferably including ESL/EFL, at the secondary and/or post-secondary level. The candidate should have teacher education experience and evidence of a strong developing program of research. Personal linguistic competency in one or more languages other than English is essential. A strong academic background, and/or experience in international and intercultural education are important assets for this position. Complementary research in any of the following areas: qualitative and/or participatory research approaches, curriculum theory, or cultural studies would be valuable, as would experience with innovative links between university and schools. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of application outlining potential contributions to the Department in teaching and research, a curriculum vitae, an example of published scholarly work, and arrange for three confidential letters of reference to be sent to: Dr. Terry Carson, Chair, Department of Secondary Education, Faculty of Education, University of Alberta, Room 341 Education South, Edmonton, Alberta, T6G 2G5. Fax: (780) 492-9402. The application deadline is October 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education invites applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor in Counselling and Educational Psychology. PhD or equivalent is required. Candidates should have both scholarly publications and plans for future programmatic research. Preference will be given to applicants who have a background in a well-defined area of counselling psychology and educational psychology, as well as having the ability to relate to school and agency personnel in consultation and in supervisory roles. The capability to teach in counselling, educational psychology, and research design at the graduate and undergraduate level is required. Salary will be commensurate with qualifications and experience. The appointment is subject to budget approval and will begin January 1, 2002 or July 1, 2002. Interested candidates should send their curriculum vitae, names and addresses of three referees and copies of their scholarly writing, by October 15, 2001, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7, Telephone 519-661-2080; Fax 519-850-2377. Canadian Citizens and permanent residents of Canada will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

ST. THOMAS UNIVERSITY — The Department of Education, St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The University also offers one-year post-degree programmes in Education and Social Work. The Department of Education invites applications for an entry-level, tenure-track appointment to begin July 2002. The successful candidate will have strong organizational skills, a minimum of three years teaching experience in public/private schools and be eligible for a New Brunswick teaching certificate. The candidate will teach in two or more of the following areas: social studies, secondary history, English literature, language arts, elementary mathematics, secondary and/or elementary French as a second language, English as a second language, and selected foundation courses. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Sharon Murray, Chair, Education Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 22, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Faculty of Education commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3800, Fax: 519.971.3612; Email: progers@uwindsor.ca

ENGINEERING

UNIVERSITY OF VICTORIA — The Department of Mechanical Engineering invites applications for up to four tenure-track faculty positions at the rank of Assistant or Associate Professor. Preference will be given to applicants with expertise in the areas of: materials engineering with emphasis on electronic and magnetic materials, and thermal and cryogenic applications, solid mechanics with emphasis on design; fluid mechanics with emphasis on thermal applications; controls with emphasis on robotics and automation, and dynamics with emphasis on mechanical vibrations. The appointments will be effective July 1, 2002. The candidate should have completed a PhD in mechanical engineering or a related field and be eligible for registration as a professional engineer. The candidate is expected to teach at the undergraduate and graduate level, and to develop an active research program that complements the Department's research activities and to be actively involved in supervising graduate students. B.Eng., M.Eng., M.A.Sc. and PhD programs are offered. There are 17 faculty members, over 200 undergraduate students, and 45 graduate students. The undergraduate program is 100% co-op. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http://www.me.uvic.ca. Please send applications, including curriculum vitae and the names of three references, to: Dr. Sadik Dost, Chair, Department of Mechanical Engineering, University of Victoria, P.O. Box 3055 STN CSC, Victoria, BC, Canada V8W 3P6. E-mail: openings@me.uvic.ca. Closing date for applications is September 30, 2001. The University of Victoria is an equity employer and encourages applica-

University of Waterloo

Canada Research Chair in Cognitive Neuroscience

The Department of Psychology at the University of Waterloo invites applications from exceptional candidates for a Tier II Canada Research Chair in Cognitive Neuroscience. Area of specialization is open, but we are particularly interested in applications from individuals who have experience using fMRI or ERPs to gain insights into the processes underlying human cognition. We anticipate that the successful applicant will be appointed as a tenure-track assistant or associate professor. Applicants must have a PhD in psychology, or a closely related field, a proven record of research excellence, and a strong on-going research program. The successful applicant will be expected to participate in both undergraduate and graduate education. Information about the Department can be found at: http://www.psychology.uwaterloo.ca.

The appointment can begin as early as July 1 2002. Review of applications will begin on October 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: **Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1.** The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

2002

Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2002 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the recipient of the award).

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 2002 Sarah Shorten Award is **January 31, 2002**, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:
Status of Women Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 8K2

PRIX Sarah-Shorten

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de *candidatures pour l'attribution du prix Sarah-Shorten de 2002.*

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui (prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate).

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantagé l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel.
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être construite par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2002 est le **31 janvier 2002**, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante :
Comité du statut de la femme
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

tions from women, persons with disabilities, visible minorities, and aboriginal peoples. Women are particularly encouraged to apply and, in consideration of the Department's Equity Plan, are invited to identify themselves on their applications. This advertisement is directed to both Canadian and international candidates.

MCGILL UNIVERSITY — The Department of Biosystems Engineering invites applications for a tenure track position at the Assistant Professor level. The candidate must have a PhD and is expected to register as an engineer in Canada. S/he will be required to teach at both the undergraduate and graduate levels in the areas of mechatronics and instrumentation, supervise undergraduate and graduate students, and develop an externally funded research program. The successful applicant is expected to assume her/his responsibilities by June 1, 2002. The department has research in a number of areas in the agri-food system, environment, computer applications, and biological systems. Through the position advertised here the department seeks to strengthen the areas of automation and instrumentation, including the use of robotics, machine vision, and electronic sensors in the operation and management of machines and machine systems. Applications in other areas of expertise are, however, also welcome. Applications should include a detailed CV, names and addresses of three referees, and copies of three or four recent publications and should be sent to: Professor Robert Kok, Chair of the Selection Committee, Department of Biosystems Engineering, Macdonald Campus of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, QC, Canada H9X 3V9. All applications should be received before December 31, 2001. Information about the department can be found at http://www.agieng.mcgill.ca/agieng/. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — The Department of Mechanical Engineering invites applications for a tenure track position at the Assistant Professor level in the area of Computational Fluid Dynamics. The successful candidate is expected to collaborate with the NSERC/J. Armand Bombardier Chair of CFD, recently awarded to the CFD Laboratory within the Department. Bombardier Aerospace is the world's third leading commercial aircraft manufacturer. The Chair's concentration is to be in aero-icing, aero-elasticity and aero-numerics (mesh optimization). The candidate must have a PhD in Mechanical Engineering, Aerospace Engineering or a related area, an interest in aeronautics, and a strong background in both theoretical and computational aspects of fluid mechanics in at least one of the multi-disciplinary aspects associated with the Chair. The candidate should have the ability to collaborate effectively with the Chair, as well as show demonstrable capability to conduct independent scholarly research and attract significant external funding. The successful candidate will be expected to teach undergraduate and graduate courses in the general area of Thermofluids. It is expected that the successful candidate has or will obtain membership in a Canadian professional engineering association. Information about the Department, the CFD Lab, McGill University and Bombardier Aerospace can be found at www.mecheng.mcgill.ca and www.aerospace.bombardier.com. Applicants should submit, by October 1, 2001, a detailed resume, a clear and concise 2-page statement of teaching, research interests and objectives, as well as the full coordinates of 3 references. Applications should be sent to: The Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

DALHOUSIE UNIVERSITY — The Department of Civil Engineering invites applications for a tenure-track faculty position at the Assistant professor level in the area of Structural Engineering. A PhD in Civil Engineering with a strong background in the field of structural engineering with particular emphasis on non-destructive evaluation of structures is required. Eligibility for a professional engineering designation is necessary. The Department of Civil Engineering has existing graduate programs in a variety of branches, including computational mechanics, innovative materials, structural engineering, transportation engineering, geotechnical engineering and environmental engineering. The Department has approximately 90 undergraduate and about 35 MASc, Meng and PhD students. The appointee will be expected to teach both undergraduate and graduate courses in the areas of structural design and assessment, as well as achieve excellence in educational activities. Candidates are also expected to have experience, research interest and record in the following or other similar areas, non destructive evaluation of structures and materials, structural analysis and mechanics, and stress wave propagation. The appointment will be made at a level and salary commensurate with the candidate's experience and stature. The Civil Engineering Department is closely affiliated with the Intelligence Structures and Innovative Materials Centre (ISIM), which in turn is affiliated with ISIS Canada Centre of Excellence. The department also hosts a Canada Research Chair in Structural Health Monitoring and Innovative Materials. The appointee will be expected to collaborate closely with the Centre and the CRC Chair. The department has also recently established a Petroleum Engineering group and is closely affiliated with Centre for Water Resources Studies (CWRS). Review of applications will begin in November 1, 2001 and will continue until the position is filled. Applicants should send their curriculum vitae, a statement of research interests, and the names of at least three referees (email submissions are not accepted) to: Dr. Farid Taheri, P.Eng., Head, Department of Civil Engineering, Faculty of Engineering, Sexton Campus, Dalhousie University, 1360 Barrington St. D215, Halifax, Nova Scotia, B3J 1Z1, telephone (902) 494-3960, fax (902) 494-3108. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

THE UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Biosystems Engineering. The applicant should have a PhD degree in Biosystems, Biological or Agricultural Engineering. The successful candidate is expected to teach both undergraduate and graduate courses and to register as a Professional Engineer in the Province of Manitoba. The applicant should show potential to develop a strong externally sponsored research program in an area related to post-harvest technologies on grain, oilseeds or pulses. The successful candidate is expected to work collaboratively with a team of researchers from the University and the Cereal Research Center of Agriculture and Agri-Food Canada. A new, 4.8 million dollar, grain storage research laboratory is available for the successful candidate to develop his/her research programs. Applications are accepted until November 1, 2001 and the position is to be filled in 2002. The University of Manitoba is located in Winnipeg, a city of 600,000. Winnipeg is noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at reasonable prices in vibrant neighborhoods, and an excellent school system. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and Permanent Residents. Applications including a curriculum vitae, a one-page statement of teaching and research interests, university transcripts, and name, address and phone number of three professional references should be sent to: Dr. Q. (Chong) Zhang, Head, Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, ph (204) 474-9819, fax (204) 474-7512, e-mail: zhang@MS.UManitoba.ca

THE UNIVERSITY OF ALBERTA — Applications are invited for a full-time tenure-track position in Petroleum Engineering. Candidates should have a good basic Petroleum Engineering background with a strong interest in production engineering. Candidates with other areas of expertise in Petroleum Engineering are also encouraged to apply. The appointment will be made at a rank determined by the qualifications and experience of the successful candidate. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his or her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research are required. Candidates should have a Doctorate degree in Petroleum Engineering or related fields. The successful candidate will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 2500 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers B.Sc., M.Eng., M.Sc., and PhD programs in both Mining Engineering and Petroleum Engineering. The School has 10 faculty positions, 143 undergraduate students and 35 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Application procedure: Applicants should send a curriculum vitae including employment history, citizenship, a statement concerning research and teaching interests, the names of at least three referees, and samples of refereed publications to: Dr. Marcel Polikar, Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7, Telephone: (780) 492-6121, Fax: (780) 492-0249, Department Website: www.civil.ualberta.ca. Application deadline: The Selection Committee will begin to review applications on October 31, 2001, but the search will remain open until a suitable candidate has been appointed. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Privacy Protection Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF NEW BRUNSWICK — Mechanical Engineering. Applications are invited for a tenure track position at the Assistant/Associate Professor level. At this time, Mechanical Engineering has a complement of 14 approved faculty positions, approximately 230 full time undergraduate students and 30 graduate students. The department is fully accredited and offers degrees at the undergraduate, masters and doctoral level. Faculty members teach at both the undergraduate and graduate levels and are encouraged to develop their own interests in research. Collaborative efforts are encouraged within and outside the department and university. The department is interested in recruiting a person who can contribute in the areas of Design and Applied Mechanics, including the capability to teach machine design and computer aided design. Information regarding the department may be found at www.unb.ca/ME. General qualifications: earned doctorate in mechanical engineering or a related area. Eligible to apply for registration with APEGNB. Industrial experience would be an asset. Review of applications will begin in immediately. Applications with a curriculum vitae and names and addresses of three references should be sent to: Dr. G. Holloway, Acting Chair, Department of Mechanical Engineering, 15 Dineen Drive, University of New Brunswick, Fredericton, NB, E3B 5A3, (506) 453-5025, Email: meceng01@unb.ca. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions and Tier II Canada Research Chair positions in the Faculty of Engineering commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519-253-3000, Ext. 2566, Fax. 519.971.3622; Email: agstein@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track faculty position at the Assistant or Associate Professor level in the area of chemical reaction engineering with interests in applied catalysis. Candidates must either hold a PhD in Chemical Engineering or related field, and must be eligible to work in Canada. Successful candidates are expected to establish viable and productive research programs and teach both undergraduate and graduate courses. One component of the research program will be application of catalysis to the

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University of Alberta
Edmonton

Faculty of Medicine and Dentistry

The University of Alberta and the Capital Health Authority invite applications and nominations for the following academic positions. The University of Alberta is a leading research-intensive institution and the Capital Health Authority is ranked the top academic region in Canada in the current MacLean's magazine annual survey.

Director, Health Outcomes Research Co-ordinating Centre and Network

The Director will play the leading role in the strategic development and implementation of a health outcomes research and teaching program at the University of Alberta and the Capital Health Authority. The centre is ear-marked for rapid growth and academic development.

The successful candidate will have a broad understanding of health outcomes research, an outstanding record as a productive MD or PhD investigator, and will have demonstrated vision and academic leadership with superior administrative and interpersonal skills. The successful candidate must be eligible for appointment at the rank of associate or full professor at the University of Alberta.

Lead Investigator in Health Services Utilization Research

The Lead Investigator will lead in the strategic development and implementation of a health services utilization research and teaching program at the University of Alberta and the Capital Health Authority. There is a unique opportunity to develop this particular discipline of research in Edmonton.

The successful candidate will have a broad understanding of health services utilization research, an outstanding record as a productive MD or PhD investigator, and will have demonstrated academic leadership, vision and excellent interpersonal skills. The successful candidate must be eligible for appointment at the rank of associate or full professor at the University of Alberta.

Faculty of Medicine and Dentistry/Faculty of Pharmacy and Pharmaceutical Sciences

Chair in Patient Health Management

The University of Alberta Faculty of Medicine and Dentistry and the Faculty of Pharmacy and Pharmaceutical Sciences invite applications or nominations for the position of Chair in Patient Health Management. The University of Alberta is a leading research-intensive institution in Canada.

The Chair will develop and implement a Patient Health Management Research Program at the University of Alberta. The successful candidate will have a broad understanding of patient health management research, an outstanding record as a productive MD or PhD investigator, and will have demonstrated vision and academic leadership with superior administrative and interpersonal skills. The successful candidate must be eligible for appointment at the rank of associate or full professor at the University of Alberta.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should respond in confidence by October 15, 2001 to: Paul Man, MD, Assistant Dean (Clinical Research), Faculty of Medicine and Dentistry, 2E4.26 Walter Mackenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. E-mail: paul.man@ualberta.ca

The records arising from these competitions will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Capital Health

Where the world meets

UNBC

Economics Program

Assistant Professor Economics Program (Tenure Track Position)

The Economics Department invites applications for a tenure-track position starting in July 2002. The successful candidate should be willing to demonstrate a commitment to research and teaching in the area of Health Economics, although there may be opportunities for teaching in the candidate's other areas of expertise as well. The successful applicant will be based in the Economics Department but will also have the opportunity to contribute to the University's Institute for Remote and Rural Health and to participate in its research activities.

The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia.

The successful candidate will possess a Ph.D., or near completion, show evidence of strong research productivity or potential, and have demonstrated the capability for effective undergraduate and graduate teaching.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, at (250) 960-5823, Fax (250) 960-5745, Email: fisher@unbc.ca. Applications received before **October 31, 2001** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

Chemical Modification of Polymers to complement an NSERC Industrial Research Chair in Advanced Rubber Technology. Consult our website at http://cape.uwaterloo.ca/ for information about our Department. Applications consisting of a curriculum vitae, names and addresses of three referees and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada by October 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Department of Chemical Engineering is seeking a faculty member for an Associate Professor or a tenured Full Professor in the Biochemical Engineering Group of this Department. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. The department offers degree programs in Chemical Engineering and Environmental Engineering (Chemical). The department has a total annual enrolment of about 500 undergraduates and 100 graduate students: it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.cape.uwaterloo.ca. Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline. The position is for an internationally recognized scholar with research experience in the biopicessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focussing on fermentation engineering, tissue engineering, biomimetic engineering, metabolic engineering, biosepara tions engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by October 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Chemical Engineering. Applications are invited for a faculty position as a tenure-track Assistant Professor in the area of Polymer Engineering. The faculty members of the polymer group in the Department of Chemical Engineering have developed very active programs involving both fundamental and a plied research in the areas of polymerization kinetics, emulsion polymerization, metallocene based olefin polymerization, chemical modification of polymers, polymer characterization, polymer membranes, and polymer processing and rheology. To support the existing strengths of the polymer group, the successful applicant should have research interests complementary to those of current faculty members in the areas of polymer physical properties, polymer property characterization and polymer testing. It is expected of applicants to hold a PhD degree in Chemical Engineering or in a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.cape.uwaterloo.ca. Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline. The position is for an internationally recognized scholar with research experience in the biopicessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focussing on fermentation engineering, tissue engineering, biomimetic engineering, metabolic engineering, biosepara tions engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by October 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Chemical Engineering. Applications are invited for a faculty position as a tenure-track Assistant Professor in the area of Polymer Engineering. The faculty members of the polymer group in the Department of Chemical Engineering have developed very active programs involving both fundamental and a plied research in the areas of polymerization kinetics, emulsion polymerization, metallocene based olefin polymerization, chemical modification of polymers, polymer characterization, polymer membranes, and polymer processing and rheology. To support the existing strengths of the polymer group, the successful applicant should have research interests complementary to those of current faculty members in the areas of polymer physical properties, polymer property characterization and polymer testing. It is expected of applicants to hold a PhD degree in Chemical Engineering or in a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.uwaterloo.ca. Applications will be evaluated until the position is filled. Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to: The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. (519) 888-4567, Ext. 2295, ichatzis@uwaterloo.ca Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in applied mathematics. The preferred candidate will have a research record in stochastic processes with applications including mechanics, structures or other Civil Engineering system. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J F Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO — Electrical and Computer Engineering. The University invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. e-mail: millerdece.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca.

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Scotiabank Research Chairs. The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and main-

Simon Fraser University
Assistant Professors
School of Kinesiology

The School of Kinesiology at Simon Fraser University seeks junior scientists to fill two tenure-track positions at the level of Assistant Professor. We seek to appoint persons with expertise in: Human Factors/ Ergonomics; Exercise Physiology (clinical or environmental); or Musculoskeletal Injury/ Neuromuscular Rehabilitation. The successful candidates will be expected to establish independent, externally funded research programs and teach courses in their area of expertise at the undergraduate and graduate level.

The School takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 20 faculty and is renowned for its commitment to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Faculty are also actively involved in the new Institute of Health Research and Education at SFU. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/ Ergonomics. In addition to our regular Masters and Doctoral program in Kinesiology, the School plans to develop specialist programs in Human Factors/ Ergonomics and Health Sciences at the graduate level. Further information about the School of Kinesiology may be found at http://fas.sfu.ca/kin

Simon Fraser University is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The intended start date is as soon as possible. Priority will be given to applications received by October 15th, 2001, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, and the names and contact information of 3 referees, to be sent to:

J. B. Morrison, PhD, Director
School of Kinesiology
Faculty of Applied Sciences
Simon Fraser University
Burnaby, British Columbia, V5A 1S6, Canada

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Preference will be given to Canadians and permanent residents, but non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Dean, Graduate Studies and Research

Concordia University is soliciting applications for the position of Dean of Graduate Studies and Research. The initial appointment is five years in duration (renewable once for a second five-year mandate). The successful candidate will commence his or her duties on 1 June, 2002.

Concordia has 26,450 full and part time students, of whom 3,819 are in 104 graduate programs in four Faculties (Arts and Science, Engineering and Computer Science, Fine Arts and the John Molson School of Business). Currently, three highly interdisciplinary graduate programs spanning in particular the Faculties of Fine Arts and of Arts and Science are administered by the School of Graduate Studies.

Over the last four years, Concordia has been engaged in unprecedented and innovative change and development with respect to academic programs of study and research. To support the latter, Concordia has been hiring, and will continue to hire, massively into its tenured and tenure-track faculty ranks. These new hires represent a long-term investment in greatly strengthening our potential to conduct cutting-edge research and to engage in post-graduate education in all disciplinary sectors. Key to realizing expeditiously this potential is (a) the restructuring and enhancing of systems and policies throughout the institution in order to better facilitate research activity and post-graduate education, and (b) enhanced liaison with external bodies and granting agencies to improve support for Concordia Researchers and Graduate Students. In addition to administering the School of Graduate Studies, the aforementioned are the principal challenges in which the Dean of Graduate Studies and Research (reporting to the Provost and Vice-Rector Research) will play a leading role as a member, together with the Faculty Deans and Director of Libraries, of the senior academic management team of the University.

The ideal candidate will have had a strong career as a university educator and researcher. He or she will have had significant academic management experience. The candidate will possess exceptional qualities as a facilitator within a team, and will have excellent communication skills. He or she will have had experience effectively interacting with research granting agencies and associations dealing with graduate studies. The ability to function effectively in both an English and French milieu.

Candidates should forward their curriculum vitae, with a covering letter and list of references, by **October 15, 2001** to:

The Selection Committee, Dean of Graduate Studies and Research
c/o Ann M. Bennett
Concordia University
Rector's Cabinet,
Loyola Campus, AD-224
7141 Sherbrooke St. W.
Montreal, Quebec H4B 1R6
or via Fax: (514) 848-4508

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

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www.concordia.ca

taining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Director, Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Biosystems Engineering. The applicant should have a PhD degree in Biosystems, Biological, or Agricultural Engineering. The successful candidate is expected to teach both undergraduate and graduate courses and to register as a Professional Engineer in the Province of Manitoba. The applicant should show potential to develop a strong externally sponsored research program in an area related to post-harvest technologies on grain, oilseeds or pulses. The successful candidate is expected to work collaboratively with a team of researchers from the University and the Cereal Research Center of Agriculture and Agri-Food Canada. A new, 4.8 million dollar, grain storage research laboratory is available for the successful candidate to develop his/her research programs. Applications are accepted until November 1, 2001 and the position is to be filled in 2002. The University of Manitoba is located in Winnipeg, a city of 600,000. Winnipeg is noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at reasonable prices in vibrant neighborhoods, and an excellent school system. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and Permanent Residents. Applications including a curriculum vitae, a one page statement of teaching and research interests, university transcripts, and name, address and phone number of three professional references should be sentto Dr Q (Chong) Zhang, Head, Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, ph: (204) 474-9819, fax: (204) 474-7512, e-mail: zhang@MS.UManitoba.ca. Connie Wenzoski, Department of Biosystems Engineering University of Manitoba. Phone. (204) 474-6033, Fax: (204) 474-7512.

THE UNIVERSITY OF GUELPH — School of Engineering. We invite applications for a full-time tenure-track position in Engineering, Systems and Computing commencing May 1, 2002. The intension is to appoint at the Assistant or Associate Professor level. Applicants should have a PhD degree in Systems Engineering, Computer Engineering or a closely related field. The successful applicant is expected to establish a strong research program and teach both graduate and undergraduate courses in his/her general area of specialty. As well, the applicant is expected to supervise both M.Sc. and PhD graduate students. All fields will be considered, but the following areas are of particular interest: microelectronics, embedded systems and reconfigurable computing. Applicants must be a Professional Engineer or be qualified and prepared to become a registered professional Engineer. The School of Engineering has 23 faculty, 13 staff, approximately 500 undergraduate students (37% of whom are female) and about 85 graduate students. It currently offers accredited undergraduate programs in Biological Engineering, Engineering Systems and Computing, Environmental Engineering and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 11,600 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application Deadline: November 1, 2001. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. Richard G. Zytner, P. Eng., Acting Director, School of Engineering, University of Guelph, Guelph, On N1G 2W1. Email: rzytner@uoguelph.ca, Fax (519) 836-0227. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ENGINEERING EDUCATION

QUEEN'S UNIVERSITY — The Faculty of Applied Science invites nominations and applications for the DuPont Canada Chair in Engineering Education Research and Development. The Chair is associated with the Integrated Learning Centre (ilc.queensu.ca), but may also be cross-appointed to an appropriate Department and/or to the Faculty of Education, depending on his or her interests. The Chair will develop strong ties to the Instructional Development Centre and will enhance and supplement its work with regard to Applied Science. An established record of success in developing and maintaining effective teaching of engineering and/or closely related areas in science, computer science or mathematics is essential. Other desirable qualifications are a degree in engineering, a degree in education, and a network of contacts among practising engineers. The Chair will carry on research in education and will publish in scholarly journals in the field. The Chair is expected to assume responsibility for monitoring the effectiveness of the learning techniques utilized in the Integrated Learning Centre. The Chair should promote research in measuring the effectiveness of graduates in their professional careers, in measuring the effectiveness of the education given the graduate enters practice, and in developing and implementing improved and novel techniques for both undergraduate programs at Queen's and in-service education in industry. Guiding graduate students in such areas is desirable. Interaction with industry is important. The Chair will contribute to undergraduate teaching in Applied Science courses, and may also choose to engage in related activities which broaden the impact of his or her scholarship, drawn from such areas as distance education, short courses for engineers and/or professional trainers in industry, outreach activities into schools or the community, curriculum development, textbook writing, and the like. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Preference will be given to applications received before September 30, 2001. Applications should be directed to: Associate Dean (Integrated Learning), Room 307, Stewart-Pollock Wing, The Integrated Learning Centre, Queen's University, Kingston, Ontario, Canada, K7L 3N6, e-mail: rfc@post.queensu.ca

ENGINEERING MATHEMATICS

DALHOUSIE UNIVERSITY — The Department of Engineering Mathematics invites applications for a tenure-track position, beginning as soon as possible, as the rank of Assistant Professor. Candidates must have a doctoral degree in Engineering, Applied Mathematics, or Statistics. Some preference will be given to those eligible for professional engineering registration. The Department of Engineering Mathematics has graduate research programs leading to M.Sc. and PhD degrees. Current areas of research include biological and industrial control systems, stochastic modeling of geotechnical systems, hydrodynamic loading, signal processing and pattern recognition, and Internetworking. Many of these topics are pursued in close collaboration with other engineering departments. The successful candidate may be called upon to teach undergraduate engineering mathematics courses in a number of possible areas, such as probability and statistics, computer programming, linear algebra, vector calculus, and numerical methods. These courses are typically at the second or third year level. At the graduate level the candidate will be expected to develop an independently-funded research program, teach existing graduate level courses, initiate new courses, and collaborate with colleagues in the engineering faculty. Applicants should arrange to have three letters of reference as well as a detailed curriculum vitae and a statement of research interests sent to: Dr. William Phillips, Head, Department of Engineering Mathematics, Faculty of Engineering, Dalhousie University, Halifax, Nova Scotia, B3J 2X4, Telephone 902-494-3288, Fax 902-423-1801. Applications will be considered as soon as they are complete and until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially-visible persons, and women. For a more detailed overview of the department please see its website at www.engmath.dal.ca.

ENGLISH

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English seeks to fill a tenure-track position in British Romantics and early 19th C literature at the rank of Assistant Professor beginning 1 July 2002. The successful candidate will have broad interests in the literature and culture of the period with the intellectual breadth and flexibility that the Department needs as it moves in new directions. Interdisciplinary interests and Humanities computing skills will be assets. The requirements are a completed PhD, a strong commitment to scholarship reflected in published and active research, and some teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and an example of research publication, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2001. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Discourse Studies with special interest in one or more of the following areas: Genre Theory, Pragmatics, Stylistics, Composition Theory, and Communication Theory. The successful candidate will be expected to teach core courses in the department's Language Program. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2001. Position start date: 1 July 2002. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in

THE UNIVERSITY OF BRITISH COLUMBIA

KEIDANREN CHAIR IN JAPANESE RESEARCH

The Institute of Asian Research at the University of British Columbia invites applications for the position of Keidanren Chair in Japanese Research. This endowed chair is a tenure-track Assistant Professor position, although appointment at a higher rank may be made under exceptional circumstances. Applicants must have a PhD and excellent ability in teaching and research on Japan in one or more areas of basic or applied social, behavioral or policy sciences and/or humanities. Applicants must be able to conduct research in Japanese, and should be prepared to lead or collaborate in efforts to secure external research funding. The successful candidate will be expected to engage in teaching and research and to participate actively in the activities of the Centre for Japanese Research (CJR) in the Institute of Asian Research. The successful applicant will be expected to take up the appointment not later than **July 1, 2002**. This appointment is subject to budgetary approval.

The Institute of Asian Research (IAR) is a focal point at UBC for research on contemporary issues affecting socio-economic and political development in Asia. IAR promotes policy-relevant research that is informed by knowledge of local cultures. The Centre for Japanese Research at IAR was established to promote research on a wide variety of topics dealing with Japan and its relationship to the world community. More information on CJR and the Institute of Asian Research can be obtained from our website: http://www.iar.ubc.ca.

Inquiries and applications, including names and addresses of three referees, curriculum vitae, sample research materials and a summary of current and future research interests should be sent by **October 31, 2001** to:

Dr. Pitman Potter, Director
Institute of Asian Research
The University of British Columbia
1855 West Mall
Vancouver, B.C. V6T 1Z2 Canada

E-mail: potter@interchange.ubc.ca
Fax: (604) 822-5207

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply.

Dalhousie University

Probationary Tenure Track Position
Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for one probationary tenure-track appointment at the rank of Assistant or Associate Professor, to commence July 1, 2002. This appointment is subject to budgetary approval.

The Faculty is particularly interested in scholars having a demonstrated interest in the areas of constitutional law and public law. The Faculty is, however, primarily seeking academic excellence and will also consider applicants in other areas. A suitable candidate will hold an LL.B. degree and a graduate degree in law or a related discipline.

The closing date for applications is **October 26, 2001**. Applications should be forwarded to:

Acting Dean Phillip Saunders
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel. (902) 494-2114
Fax: (902) 494-1316

Applications should include a curriculum vitae, university transcripts, and the names of three referees: academic referees are preferred, and at least one is required. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries about this position may be made by e-mail to: Heather.MacLeod@Dal.Ca.

Izaak Walton Killam Postdoctoral Fellowships

In addition to the probationary tenure track position, a term research position may be available. The Law School, in conjunction with a suitable candidate, is eligible to apply for an Izaak Walton Killam Postdoctoral Fellowship. These Fellowships are intended to provide recently graduated scholars of superior research ability with an opportunity to establish themselves as productive members of the academic community. They have a term of two years, and can be used to pursue research in any area of law.

More information about the Killam Postdoctoral Fellowships can be found through the School of Graduate Studies web site: http://www.dalgrad.dal.ca/forms/Killam.cfm.

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Director
Applied Disaster and Emergency Studies Program

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University invites applications for a tenurable faculty position in the Applied Disaster and Emergency Studies (ADES) Program. The successful candidate will also assume the responsibilities of Director for a five-year term, renewable upon review. The ADES program offers four-year Baccalaureate degrees (B.A. and B.Sc.) in Applied Disaster and Emergency Studies with concentrations either in Planning and Management or Disaster Science. The ADES is a new program aiming at integrating theories and applications in environmental disasters and emergencies, from an interdisciplinary perspective.

The successful candidate will have demonstrated leadership ability, administrative experience, and an understanding of the challenges posed by interdisciplinary approaches to risks, hazards, disasters and the emergencies that arise from such phenomena. In addition the successful candidate will have a proven record in teaching, research and scholarship, and must be an effective coordinator. Required credentials include a) a Ph.D. or equivalent in any of the following fields: Anthropology, Economics, Geography, Geology, Hydrology, Management, Meteorology, Planning, Political Science, Psychology, Public Administration, Sociology or in a relevant discipline or interdisciplinary area, b) considerable experience in dealing with all-hazard issues and specialized knowledge in some aspect of emergency and disaster management, and c) a demonstrated ability to effectively link university-based activities with public and private agencies and institutions. The successful candidate will teach 9-12 credit hours per year.

Applications are due by August 31, 2001 or until position is filled. The appointment will take effect January 1, 2002 or upon availability of successful candidate. Salary and rank will be commensurate with qualifications and experience.

Letter of application, curriculum vitae, transcripts and the names of three referees to:
Dr. Janet S. Wright
Dean of Science
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Fax: (204) 728-7346
e-mail:
wrightj@brandonu.ca

For more information visit:
www.brandonu.ca

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

English Language to teach the Structure of Modern English, with expertise in one or more of the following areas: History of English, Dialectical Variation, Linguistic Stylistics, Literary Semantics, and Cognitive Linguistics. The successful candidate will be expected to combine linguistic and literary studies. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2001. Position start date: 1 July 2002. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department web site for details on our programs, faculty, and activities: www.english.ubc.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English invites applications for one or possibly two positions in Theory, to begin 1 July 2002. For the first position, at the rank of Assistant Professor, the individual will be based in the Department of English but must be eligible to undertake teaching and supervisory responsibilities in The Centre for the Study of Theory and Criticism. Additional expertise in other areas of English Literature would be an asset. The completed PhD or equivalent, and experience and promise in teaching and research, are minimum qualifications; published work is desirable. For the second position, the individual will be appointed either at the rank of Assistant Professor, in which case the above qualifications would apply, or at the rank of Associate Professor or higher, in which case the individual must also be eligible to assume the position of Director of The Centre for the Study of Theory and Criticism for a specified period (http://www.uwo.ca/theory/). In this latter appointment, the individual should demonstrate intellectual leadership, proven administrative capability and competence, and a strong record of research and publication. Both positions are subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for these positions. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send application, dossier (including curriculum vitae and copies of transcripts), a writing sample, and three letters of reference to: Professor J. Douglas Kneale, Acting Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7 Canada (http://www.uwo.ca/english). Applications must be received by 1 November 2001.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English invites applications for two mid-career or senior positions, to begin 1 July 2002, in two of the following four areas: Medieval Literature, Renaissance Literature (dramatic and non-dramatic), Nineteenth-Century Literature (specializing in Victoria Poetry) and Women's Literature and Feminist Theory. The completed PhD or equivalent, and a distinguished record in teaching, research, and publication, are required. Positions are subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for these positions. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send application, dossier (including curriculum vitae and copies of transcript), a writing sample, and three letters of reference to: Professor J. Douglas Kneale, Acting Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7 Canada (http://www.uwo.ca/ english/). Applications must be received by 1 November 2001.

QUEEN'S UNIVERSITY — The Department of English invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2002 in Medieval Literature. Qualifications for this position include completed PhD, and evidence of excellence in teaching and research. Responsibilities include both undergraduate and graduate teaching. Salary will be commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for this position. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications received after 15 December 2001 may not be considered. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words typescript or brief article) and should arrange for three letters of reference (or a dossier from a university placement officer) to be sent to Professor Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY — The Department of English invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2002 in American Literature (PRE-1950). Qualifications for this position include completed PhD, and evidence of excellence in teaching and research. Responsibilities include both undergraduate and graduate teaching. Salary will be commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for this position. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications received after 31 October 2001 may not be considered. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words typescript or brief article) and should arrange for three letters of reference (or a dossier from a university placement officer) to be sent to Professor Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF WATERLOO — The Department of English. Applications are invited for three tenure track positions in the Department of English at the assistant professor level. We are interested in candidates with expertise in any of the following areas: Canadian Literature, Post Colonial Literatures and Theory, the periods of British Literature 1700–1900. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Two appointments effective 1 July 2002; one effective 1 January 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 30 November 2001 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of English. Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to any of our major undergraduate or graduate program areas: composition, discourse analysis, multimedia theory and design, professional writing, rhetoric and semiotics. Candidates with expertise in any aspect of professional writing are especially encouraged to apply. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Appointment effective 1 July 2002. Send resumes, transcripts, writing samples, and letters of reference not later than 3 January 2002 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

ST. THOMAS UNIVERSITY — The Department of English. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of English invites applications for two entry-level tenure-track appointments to begin July 2002. The successful candidate for the first position will specialize in American literature. Secondary expertise in the novel or women's writing would be an asset. The successful candidate for the second position will specialize in modern and contemporary drama. Secondary expertise in theatre history would be an asset. Experience in performance and/or production is desirable. Successful candidates for both positions will also teach at the introductory level. For more information, please see our website (http://www.stthomasu.ca/academics/depts/english/). A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Elizabeth McKim, Chair, Department of English, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: November 15, 2001 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

ENVIRONMENTAL SCIENCE

THE UNIVERSITY OF WINDSOR — invites applications for a faculty position in the Great Lakes Institute for Environmental Research commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Brian J Fryer, Acting Director, Great Lakes Institute for Environmental Research (GLIER), University of Windsor, Windsor, ON. N9B 3P4; Tel. 519 253 3000, Ext. 3750; Fax 519 971 3616, E-Mail: bfryer@uwindsor.ca.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY — The Faculty of Environmental Studies invites applications for a tenure stream position in the area of Geographical Information Systems (GIS) and Planning. A critical perspective on the applications of GIS is essential. Expertise in Resource Management will be considered an asset, as well familiarity with Remote Sensing. The appointment, effective either January 1, 2002 or July 1, 2002, will be at the Assistant Professor level. Applicants should submit a letter discussing their understanding and experience in Geographical Information Systems and Planning, (and in Resource Management and/or Remote Sensing if applicable), and their qualifications and research and teaching interests. Also submit the names, addresses (including e-mail and/or fax numbers) and telephone numbers of three references, a sample of work, and a CV to: The GIS Search Committee, Faculty of Environmental Studies, York University, Toronto, Ontario, Canada, M3J 1P3; Fax: (416) 736-5679, e-mail: RESHires@yorku.ca. The deadline for receipt of applications is October 15, 2001. Information about the Faculty of Environmental Studies and a complete job description can be found at http://www.yorku.ca/fes. For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Faculty of Environmental Studies welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5213. Canadian citizens and permanent residents will be considered first for this position.

QUEEN'S UNIVERSITY — The School of Environmental Studies invites applications for a faculty appointment under the Queen's National Scholars Program in the areas of Environmental History, Environmental Policy or Environmental Sustainability. These appointments are to enrich teaching and research in newly developing field of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence. Preference will be given to scholars in the early- to mid-career stages. Appointments under this program will be either tenure-track or special shorter-term appointments. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and women. A full application should include a curriculum vitae, a brief statement of current and prospective research interests, and a statement regarding teaching experience or potential. Please arrange to have letters from at least three referees sent directly to the address below. Applications and letters of reference

President
University of New Brunswick

UNIVERSITY OF NEW BRUNSWICK UNB

The University of New Brunswick invites applications and nominations for the position of President and Vice-Chancellor. The appointment, for an initial five-year term, begins July 1, 2002.

Large enough to offer a broad array of educational options, yet small enough to provide an intimate learning environment that encourages personal growth, UNB delivers undergraduate and graduate programs to approximately 12,500 full- and part-time students, with Faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Kinesiology, Law, Nursing, and Science on its Fredericton campus, and Faculties of Arts, Business, and Science, Applied Science and Engineering on the Saint John campus. Renaissance College, located in Fredericton, offers a unique program in interdisciplinary leadership studies. A host of externally funded chairs, including three Canada Research Chairs from a total allocation of eighteen, and dedicated research units, are part of a vigorous research program having a particular focus on partnerships with government and the private sector. UNB in recent years has consistently met its balanced operating budget targets and enjoys a sound financial position. The University has a record of positive and progressive employment relations with its faculty and support staff. Expansion of international linkages continues to be a priority.

The President and Vice-Chancellor is the chief executive officer of the University, a member of the Board of Governors, and Chair of the Senates of the Fredericton and Saint John Campuses. The successful candidate will have strong leadership qualities, significant administrative experience and accomplishments, a thorough grasp of issues in post-secondary education, and the ability to work collegially and effectively with the University community and with alumni, governments, and other external constituencies.

The Search Committee will begin consideration of candidates in August 2001. Applications and nominations will be accepted until the position is filled, and may be made in confidence to the address shown below.

This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

LAURIER BUSINESS & ECONOMICS

Chair in Management of Technology Enterprises

The School of Business and Economics at Wilfrid Laurier University invites applications for the Chair in Management of Technology Enterprises. This academic position is an integral component of Laurier's strategic plan to enhance its academic programming, research and practitioner training, in the broad area of Entrepreneurial Studies and Small Business. The School is in the process of establishing a new centre called the Schlegel Centre for Entrepreneurial Studies.

In an effort to expand research into the growing field of technology-based business enterprises Wilfrid Laurier is searching for a candidate with exceptional research skills in Management of Early Stage Technology Enterprises. This is a strategy or marketing orientated position however, the incumbent could have expertise in any of the main business disciplines. The successful candidate will have a prominent record of scholarship. As well, she/he will collaborate with and support the ongoing research of existing faculty in technology management. The Chair will be responsible for research in management of early stage technology enterprises. She/he will be expected to apply for external funding and develop technology-related courses. In addition, the successful candidate will have extensive experience interacting with the private sector whose success depends on their management of technology. Please visit www.wlu.ca for more information.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

Please submit applications by October 15, 2001 to the Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, ON, L8P 1H1 or to resumes@landmarkconsulting.org.

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

Canadian Institute of Resources Law
Institut canadien du droit des ressources

RESEARCH ASSOCIATE

The Canadian Institute of Resources Law requires a Research Associate with an interest in natural resources and environmental law and policy. The position will focus primarily on current issues in oil and gas law and policy in Canada. Some knowledge of these issues is desirable but not essential. The successful candidate will have a law degree (with preference for applicants holding a graduate degree in law); a demonstrated aptitude for legal research and writing; and a keen interest in natural resources law.

The Canadian Institute of Resources Law is an independent national body affiliated with the University of Calgary. Its work involves research, education and publication on the legal aspects of renewable and non-renewable natural resources.

The salary and benefits will be competitive with those offered to Canadian university law teachers. Although the position is a full-time one, the Institute may also be willing to consider the appointment of a part-time Research Associate.

If available, samples of published or other written material would be desirable. Please submit curriculum vitae, the names of three referees, and sample material by **September 21, 2001** to:

Executive Director, Canadian Institute of Resources Law
Room 3330, MFH, University of Calgary
Calgary, Alberta T2N 1N4
Fax: 403 282-6182 or E-mail: nmoney@ucalgary.ca

should be sent to Dr PV Hodson, Director, School of Environmental Studies, Queen's University, Kingston, ON Canada, K7L 3N6 with a deadline of receipt of October 15, 2001 (In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.)

EXERCISE PHYSIOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — Applications are invited for a full-time, tenure-track assistant professor position in exercise physiology in the School of Kinesiology, the Faculty of Health Sciences, The University of Western Ontario. The successful candidate will hold a doctoral degree and will have demonstrated an active independent research and publication record as well as the ability to obtain external research support. The position requires teaching at the undergraduate and graduate level in the area(s) of reflex control of the circulatory system and blood flow with health, exercise and disease. In addition, the candidate will be expected to contribute to the research mission of the Faculty through collaborations with existing researchers in current strengths of cardiorespiratory and metabolic control. The School of Kinesiology is one of 5 schools (Communication Sciences and Disorders, Nursing, Occupational Therapy and Physical Therapy) in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research is encouraged. The School is home to a number of specialized research and training centres, including the Canadian Centre For Activity & Ageing, the International Centre For Olympic Studies, Fowler/Kennedy Sport Medicine Clinic and Canadian National Centres for men's wrestling and women's rowing. Further information is available at www.uwo.ca/fhs Applications are required by November 5, 2001. Please quote Position Number HS-001 on all correspondence. The curriculum vitae and names of three referees will be regarded as confidential until interview candidates have been determined. Submit documentation to: Dr. A.N. Bekkastro, Dean, Faculty of Health Sciences, Health Sciences Addition, Room #124, The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Positions are subject to budget approval. Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

FAMILY STUDIES

UNIVERSITY OF GUELPH — A tenure track assistant professor position is open in family relations and human development. Responsibilities include teaching at the undergraduate and graduate level, supervising Couple and Family Therapy clinical training, participating in strong MSc and PhD programs (with MSc specialization in CFT) and establishing a vigorous research program. Applicants should hold a PhD or equivalent in family sciences, marriage and family therapy, or related field and hold clinical membership and approved supervisor or supervisor-in-training status in the American Association for Marriage and Family Therapy. Closing Date: December 7, 2001. Appointment will be as of July 1, 2002 or as negotiated. Applications with a curriculum vitae and names of three referees should be forwarded, no later than January 3, 2002 to: Dr. Joseph Tindale, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 6321, Fax: 519-766-0931). More information about the Department can be found at website www.uoguelph.ca/FAMILY/. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

FINANCE

CONCORDIA UNIVERSITY — The Department of Finance is seeking, subject to budgetary approval, qualified applicants for tenure-track and visiting positions starting June 1, 2002. Appointments will be made up to the rank of Professor based upon qualifications and experience. Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Financial Markets, International Finance, Corporate Finance, Investments, Derivative Securities and Real Estate. Other areas will also be considered. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The John Molson School of Business is accredited by AACSB. Applications should be submitted by December 1, 2001. Send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three reference letters to: Dr. Loune Switzer, Chair, Department of Finance, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada, Tel.: (514) 848-2960; Fax (514) 848-4500; E-Mail: switz@vax2.concordia.ca. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

FINANCE & MANAGEMENT SCIENCE

THE UNIVERSITY OF ALBERTA — The Department of Finance and Management Science at the University of Alberta School of Business expects a tenure-track opening for an applied statistician. A strong background in linear models, categorical and multivariate statistical methods is required. A background in business and some training in economics would also be of value. The successful candidate will teach graduate (PhD and MBA) and undergraduate business students. The school expects a high quality research output from its faculty. Joint research with faculty members in the various functional areas of business is encouraged. The rank will be at the Assistant or Associate Professor level, depending upon qualifications and experience. The vacancy is subject to funding approval and will remain open until filled. Proficiency in English is required. Salary is commensurate with qualifications and competitive with other Canadian institutions. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to: Piem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Tel: (780) 492-2452, Fax: (780) 492-3924, E-mail: piem.talwar@ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

FISHERIES ECONOMICS

UNIVERSITY OF BRITISH COLUMBIA — Fisheries Centre — Assistant Professor in Fisheries Economics. Applications are invited for a grant-funded tenure-track Assistant Professorship in Fisheries Economics at the Fisheries Centre, University of British Columbia, a multi-disciplinary research unit within the Faculty of Graduate Studies. The position will lead a small team of graduate and postdoctoral researchers as part of the 'Sea Around Us' Project (see http://www.fisheries.ubc.ca/projects/SAUP/index.htm). The research entails a multidisciplinary economic audit of fisheries considered as part of natural aquatic ecosystems, using both conventional and ecological economics and including a game theoretical approach. Teaching duties comprise a graduate course in Fisheries Economics within the Fisheries Centre, and one undergraduate course to be arranged with a suitable host department. The successful candidate will have strong interdisciplinary interests, proven research ability and potential, ability to work collaboratively and effectively with team members, and some teaching experience. The Sea Around Us project concentrates on large marine ecosystems throughout the world, and so teaching and research experience in developing countries will be an advantage. Starting salary will depend on qualifications and experience; benefits will be the standard UBC package for a Faculty position. The position is for three years, with the possibility of extension and subsequent application for grant-tenure dependent on continued project funding. Please send a brief application letter and CV to the Chair of the Fisheries Economist Search Committee, Dr. Tony J. Pitcher (t.pitcher@fisheries.ubc.ca) before the closing date of September 15th, 2001. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian Immigration rules, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH STUDIES

THE UNIVERSITY OF GUELPH — The Département d'études françaises of the School of Languages and Literatures invites applications for a tenure-track position in French Studies (applied linguistics, translation and stylistics) at the rank of Assistant Professor beginning January 1, 2002. Duties will include teaching of applied linguistics, translation and stylistics, as well as French as a second language at the undergraduate level. PhD in French Studies or in French linguistics, publications in the field of interest, native or near-native fluency in both languages, and language-teaching experience in French are required. Experience in multimedia and information technology will be considered an asset. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent before September 30, 2001 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario N1G 2W1, Canada. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF LETHBRIDGE — The Department of Modern Languages requires an Assistant Professor, probationary (tenure track) beginning 1 July 2002, subject to budgetary approval. A PhD in French is required, with specialization in 18th, 19th or 20th century literature. The successful applicant will have native or near-native fluency in French and English, and some experience teaching French as a second language at the post-secondary level. Competency in Computer-Assisted Language Learning would also be an asset, as would the ability to teach Spanish. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will teach undergraduate French language & literature courses at all levels from beginners to advanced. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,500 students. The University is in an expansion phase and, among other projects, has completed a $37-million Library Information Network Centre (LINC) and a new research facility, Exploration Place. For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints), a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2550, Fax: (403) 329-5187, or E-mail: louise.shannon@uleth.ca. The closing date for applications is November 15, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in French Language and Literature in the area of French as a Second Language and Francophone Literature at the rank of assistant professor commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultyjobs. Contact: Dr. Veronica Fraser, Chair, French Studies, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2062, Fax: 519 971 3648; Email: vfraser@uwindsor.ca

GEOGRAPHY

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning, invites applications for two positions commencing July 1st, 2002 in the following areas: 1) A tenure-stream position at the assistant professor rank in Urban Geography. We seek candidates with expertise in urban geography with special interests in social processes. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching in a combination of fields, including urban geography, population, social diversity, gender studies and immigration, as well as research methodology. The successful candidate will be expected to develop an externally funded research program. An interest in North American urbanization is essential. 2) A tenure-stream position at the assistant professor rank in Physical Geography. We seek candidates with expertise in geography with special interests in landscape processes and/or evolution with special interest in soil science or geomorphology. Modeling using a field and laboratory approach would complement the Department's considerable strength in these areas. The successful candidate will be expected to develop an externally funded research program and undertake graduate supervision and teaching. Teaching at the undergraduate level will be in both B.Sc. and B.A. programs. The successful candidates must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. Additional information on the department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, by October 19th, 2001: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no e-mail applications will be accepted.

McGILL UNIVERSITY — The Department of Geography and School of Environment. Applications are invited for a tenure-track position at the Assistant Professor level in GIS and its applications, beginning in September 1, 2002. Applicants must possess a PhD or expect to graduate by summer, 2002, have demonstrated research excellence and excellent teaching and communication skills. The successful

Chair, Canadian Irish Studies

Concordia University's Faculty of Arts and Science invites applications for its inaugural Chair in Canadian Irish Studies. The appointment, supported in part by the Canadian Irish Studies Foundation, will be made at the Associate or Full Professor level and will be based in Concordia's recently created Centre for Canadian Irish Studies. Once appointed, the successful candidate may also serve as the Director of the Centre for Canadian Irish Studies.

The Chair will be expected to: 1) position Canadian Irish Studies as an interdisciplinary component of the undergraduate curriculum; 2) create connections between academic initiatives and existing and future cultural activities of Montreal's Irish community; 3) cooperate with the Canadian Irish community to develop and support outreach projects; and 4) coordinate relations with faculty and students in the growing international field of Irish Studies.

Concordia's Centre for Canadian Irish Studies was created in 2000 to coordinate the University's more than 25 courses in Irish and Irish-Canadian subjects, covering 12 academic disciplines. The Centre also sponsors a Visiting Irish Lecture Series, publishes the *Canadian Journal of Irish Studies* and organizes a variety of community outreach projects. The Centre is jointly funded by Concordia University and the Canadian Irish Studies Foundation.

Candidates in all areas related to Canadian/Irish Studies are encouraged to apply. The ideal candidate will have a distinguished academic record in teaching and research, a demonstrated ability to promote Canadian Irish Studies as an academic discipline nationally and internationally, and proven experience with Irish organizations in developing and supporting cultural and academic projects.

Applications should consist of a letter of intent, a curriculum vitae and three letters of reference.

Please forward applications to:

Dr. Martin Singer
Dean, Faculty of Arts and Science
7141 Sherbrooke St. West, suite AD-229
Montreal, Quebec H4B 1R6

Review of applications will begin on October 31st, 2001 and continue until the position is filled. The starting date can be as early as January 1, 2002 but not later than June 1, 2002. Hiring is subject to budgetary approval.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Simon Fraser University
Assistant Professor
Department of Women's Studies

The Women's Studies Department at Simon Fraser University invites applications for a Tenure Track position at the rank of Assistant Professor commencing September 1, 2002. A PhD or equivalent is required, as is evidence of research related to Women's Studies. Evidence of teaching experience in Women's Studies or interdisciplinary studies would be an asset. We are interested in candidates in the areas of feminist literary studies, art and cultural studies, communication studies, or gender studies. The successful candidate would be expected to develop and carry out a research program, teach at both the undergraduate and graduate level including an introductory Women's Studies or Gender Studies course, and contribute to the running of the department.

The Women's Studies Department offers undergraduate minor, major, and joint major degrees. An undergraduate minor in Gender Studies which will be based in Women's Studies and draw courses from a number of departments is being developed and will be offered starting in September 2003. At the graduate level a strong MA program has been in place since 1985 and a PhD program is being developed with the first intake of students planned for September 2002.

In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Candidates should a) send a curriculum vitae and b) arrange to have sent directly three letters of reference which include an evaluation of their teaching, research, and service to:

Meredith Kimball, Chair
Women's Studies Department
Simon Fraser University
Burnaby, BC V5A 1S6
Phone: (604) 291-5526
Fax: (604) 291-5518
E-mail: kimball@sfu.ca
http://www.sfu.ca/womens-studies/

Completed applications must be received by the Women's Studies Department no later than **30 September 2001**. This position is subject to final budgetary authorization.

candidate should apply GIS to an expertise in topics such as human dimensions of global change, landscape ecology, environmental health/medical geography or community participation. He or she will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, embracing graduate student supervision in both units. There are excellent opportunities for collaboration within the Department and School, and with other units. Both units have strong field-oriented programs using McGill field stations. Information on McGill, the Department of Geography and the School of Environment can be found at www.mcgill.ca, www.geog.mcgill.ca and www.mse.mcgill.ca. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Candidates should ensure their curriculum vitae, statements of teaching specializations and research interests, up to three reprints and three confidential letters of recommendation sent under separate cover by the candidate's referees are received before December 1, 2001 by: Dr. Peter Brown (Director, MSE) and Dr. Tim Moore (Chair, Geography), Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6. Phone 514-398-4112, Fax: 514-398-7437; email chair@geog.mcgill.ca.

YORK UNIVERSITY — The School of Social Sciences in the Faculty of Liberal and Professional Studies invites applications for a tenure-track position in human geography at the Assistant Professor level. We seek an individual excited by the possibilities of developing human geography within the context of a newly created interdisciplinary social science degree program. While applicants from all fields of human geography will be considered, our immediate teaching needs fall within the following areas: cultural and historical geography, population studies, geographic information systems, the study of environmental conservation and medical geography. The successful candidate will have a demonstrated potential to establish and maintain a vigorous program of research and an ability to teach at the undergraduate and graduate levels. Experience with or a willingness to explore the use of information technology in teaching is an asset. The School of Social Sciences teaches part-time students combining work and study and full-time students in keeping with the School's social justice orientation, the faculty are committed to addressing critically issues of social difference and inequality based on race, ethnicity, gender, sexual orientation, social class and ability. Applications will considered from candidates with a completed PhD or a PhD that will be completed as of the July 1, 2002 date of appointment. Applicants should send their curriculum vitae and a summary of teaching experience, with the names of three referees to the Chair, Appointments Committee, School of Social Sciences, Atkinson Faculty of Liberal and Professional Studies, York University, Toronto, Ontario M3J 1P3. A review of applications will begin on November 1, 2001 and continue until the position is filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

QUEEN'S UNIVERSITY — The Department of Geography invites applications for a tenure stream position at the Assistant Professor level. The salary offered will be commensurate with qualifications and experience. We seek an outstanding individual with a demonstrated commitment to excellence in research and teaching in human geography. A strong preference will be given to a candidate in historical cultural geography; outstanding scholars with research interests in social and cultural geography will also be considered. A solid grounding and interest in contemporary social theory would be advantageous. The appointee will be expected to build a strong research program around their research interests and contribute to teaching in both the undergraduate and graduate programs. Applicants can learn more about the Department and current faculty research interests at: http://www.geog.queensu.ca. Applications should include a full curriculum vitae, a statement of research and teaching interests, and samples of relevant reprints or writing. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6 Tel: (613) 533-2903, Fax (613) 533-6122. Review of applications will begin on October 15, 2001 and continue until the position is filled. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

GEOGRAPHY/GEOMATICS

UNIVERSITÉ DE SHERBROOKE — Professeure ou Professeur dans le domaine de la géomatique/sciences de l'information géographique/SIG. L'Université de Sherbrooke sollicite des candidatures pour combler un poste de professeure ou de professeur, à temps complet, pour le Département de géographie et télédetection de la Faculté des lettres et sciences humaines. Ce poste s'inscrit dans le développement du programme de baccalauréat en geomatique de l'environnement et du fonctionnement de programmes d'études supérieures (MSc et PhD) en géographie, géographie physique, environnement et télédétection. Fonction: Enseignement et encadrement d'étudiantes et d'étudiants aux 3 cycles d'etudes dans les champs suivants: gedmatique appliquée/sciences de l'information geographique, cartographie, geographie, géographie physique, environnement et télédétection. Contribution active a la recherche fondamentale ou appliquee dans les domaines propres aux activités departementales et a celles du Centre d'applications et de recherches en teledetection (CARTEL). Responsabilite partagée dans le développement, la planification et le fonctionnement des laboratoires d'enseignement et de recherche et dans le choix des équipements et des logiciels spécialisés. Participation a la vie universitaire. Services a la collectivité. Exigences doctorat en géographie, cartographie, gedmatique ou l'équivalent avec spécialisation dans le domaine des sciences de l'information géographique, cartographie (thématique et CAO) et systèmes d'information geographique (SIG); connaissances en sémiologie graphique et en modélisation spatiale, connaissance et expérience des logiciels spécialisés; capacité d'innover et d'integrer les technologies de pointe. L'Université offre des mesures d'aide pour les personnes en voie de compléter un doctorat. Prière de faire parvenir un curriculum vitae accompagné de trois lettres de recommandation à l'appui de votre candidature, en provenance directement des signataires, avant 16 heures, le vendredi 12 octobre 2001 à: Monsieur le doyen, Faculte des lettres et des sciences humaines. Offre d'emploi no 00-t-1001, Université de Sherbrooke, 2500, Boulevard de l'Université, Sherbrooke (Qué.), Canada, J1K 2R1.

GEOLOGY

THE UNIVERSITY OF REGINA — The Department of Geology invites applications for a tenure track Assistant Professorship in clastic sedimentology/sediment-hosted mineral deposits, available from January 1st, 2002. Applicants should have a PhD in geology, a demonstrated teaching ability, a commitment to research, and the ability to collaborate with colleagues and external agencies. Teaching responsibilities may include courses in clastic sedimentology, sedimentary petrology, metallic mineral deposits and introductory geology. Over the years, the Department has fostered an excellent relationship with industry and various government agencies resulting in collaborative and sponsored research projects. It is expected that the successful candidate will be able to continue that tradition. Applications must be received no later than October 15th, 2001. The University of Regina is committed to employment equity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Applicants are asked to submit a curriculum vitae and the names and addresses of at least three referees to: Dr. Brian R. Watters (Head), Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2. E-mail: brian.watters@uregina.ca

GERMAN

DALHOUSIE UNIVERSITY — The Department of German invites applications for a three-year limited-term appointment as Co-ordinator of Language Studies at the Lecturer/Assistant Professor level effective July 1st, 2002, subject to budgetary approval. The candidate will be expected to teach language at all levels, co-ordinate introductory German classes and train and work with instructors and teaching assistants from diverse cultural backgrounds. Familiarity with the latest technologies and techniques is expected. The candidate must show commitment to a view of language instruction as a supportive and integral part of the departmental programme, which specializes in the literature and thought of the modern era as well as art and film. Participation in the supervision and reading of M.A. theses is expected. The successful candidate will have a completed PhD or PhD in hand in one of the research areas of the Department, native or near-native fluency in German, teaching experience, and evidence of scholarly potential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Please send a letter of application, complete and updated curriculum vitae, teaching dossier, sample of scholarly writing and three letters of professional recommendation by November 15, 2001 to: The Chair, Appointments Committee, German Department, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4P9

HEALTH POLICY & MANAGEMENT

YORK UNIVERSITY — Health Policy and Management. As part of its Strategic Plan for the New Millennium, York University is consolidating its strengths in health related areas and is embarking on the development and delivery of a range of bold new programs in the School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, York University. Atkinson is York's second largest Faculty, with strengths in business, nursing, social work, psychology, computer science, information technology, and the liberal arts. It is the university's leader in internet education. The School offers three Honours program streams — Health Policy, Health Management, and Health Informatics. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector by equipping them with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health care field. Student co-op placements are central to the mission of the School. The School is seeking to recruit an outstanding individual in the area of Health Informatics. The successful candidate will play a pivotal role in the further development of the Informatics Curriculum, and teach and conduct research within a highly productive and collegial academic community. The position is tenure-track at the assistant or junior associate professor level. The appointment is at date to be mutually determined. Eligible candidates must hold an earned doctorate with a strong health informatics focus. Successful teaching experience at the university level, and demonstrated excellence as a researcher in relevant health-related fields are essential. The School is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Awards/external research funding. Qualified individuals should send a letter of application identifying their areas of research and teaching, curriculum vitae, one or more published papers, and the names and addresses of three referees. A review of applications will begin October 1, 2001, and continue until the position is filled. All appointments are subject to final budgetary approval. Applications and supporting documentation should be directed to: Dr. Marcia Rioux, Chair, School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, 202 Atkinson, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Telephone (416) 736-2100 ext. 22115; Fax: (416) 736-5750; (Email: mrioux@yorku.ca). For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

YORK UNIVERSITY — Health Policy and Management. As part of its Strategic Plan for the New Millennium, York University is consolidating its strengths in health related areas and is embarking on the development and delivery of a range of bold new programs in the School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, York University. Atkinson is York's second largest Faculty, with strengths in business, nursing, social work, psychology, computer science, information technology, and the liberal arts. It is the university's leader in internet education. The School offers three Honours program streams — Health Policy, Health Management, and Health Informatics. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector by equipping them with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health care field. Student co-op placements are central to the mission of the School. The School is seeking to recruit an outstanding individual in the area of Health Management/Administration. The successful candidate will play a pivotal role in the further development of the Health Management Curriculum, and teach and conduct research within a highly productive and collegial academic community. The position is tenure-track at the assistant or junior associate professor level. The appointment is effective at a date to be mutually determined. Eligible candidates must hold an earned doctorate in Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Successful teaching experience at the university level, and demonstrated excellence as a researcher in relevant health-related fields are essential. The School is particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Awards/external research funding. Qualified individuals should send a letter of application identifying their areas of research and teaching, curriculum vitae, one or more published papers, and the names and addresses of three referees. A review of applications will begin October 1, 2001, and continue until the position is filled. All appointments are subject to final budgetary approval. Applications and supporting documentation should be directed to: Dr. Marcia Rioux, Chair, School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, 202 Atkinson, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Telephone (416) 736-2100 ext. 22115, Fax: (416) 736-5750, (Email: mrioux@yorku.ca). For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

RESEARCH SCIENTIST POSITIONS IN PLANT AND FOREST GENOMICS GENOME BC AND THE UNIVERSITY OF BRITISH COLUMBIA

Ph.D. and M.Sc./B.Sc. level scientists are sought to join a Plant and Forestry Genomics team in Vancouver, BC, Canada. A newly initiated Genome BC Forestry Project funded by Genome Canada will focus over the next 3.5 years on structural, functional, and comparative genomics in spruce, poplar and Arabidopsis and will target wood quality traits and disease/pest resistance. The project is a collaboration between UBC plant and forest biologists, the Vancouver Genome Sequence Centre (Drs. M. Marra and S. Jones), the UBC Jack Bell Microarray Facility (Drs. C. Nelson and C. Haynes), and the University of Victoria Proteomics Facility (Dr. R. Olafson).

Five Ph.D. level Research Associates with several years' research experience in molecular genetics and/or genomics in industry, university or research institutes, and four M.Sc./B.Sc. level technicians are required for the following projects:

- EST database development in Arabidopsis, poplar and spruce
- DNA microarray-based expression profiling in Arabidopsis, poplar, and spruce
- physical mapping of the poplar genome
- marker development in poplar and spruce, including SNPs
- proteomics analyses in Arabidopsis, poplar, and spruce
- reverse genetics (TILLING) in Arabidopsis

Successful applicants will work under the supervision of Drs. J. Bohlmann, C. Douglas, B. Ellis, G. Haughn, and/or K. Ritland on the UBC campus, and will actively collaborate with scientists at the Genome Sequence Centre, Microarray Facility, and Proteomics Facility. They will interact with other UBC and Genome BC scientists. **Anticipated project start date is September 1, 2001.** Screening of applicants will continue until all positions are filled. Salary will be commensurate with experience, and appointment will be subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Please send a cover letter indicating the projects you are interested in, CV, list of publications, and the names of three referees to:

UBC

Forestry Genomics - Genome BC
Biotechnology Laboratory
6174 University Blvd., Rm. 237
University of British Columbia
Vancouver, BC V6T 1Z4 Canada
Fax: (604) 822-2114 Email: iorgenbc@interchange.ubc.ca

Director, School of Business

Athabasca University, Canada's Open University™, is seeking a dynamic leader to serve as its Director for undergraduate programs in the School of Business. In addition to providing strong academic leadership, the Director is expected to play a major role in fostering collaborations and cooperation with business, educational institutions, and government agencies.

The successful candidate will have a PhD in an appropriate discipline, or DBA, or an appropriate combination of qualifications and extensive senior management and/or administrative experience. S/he will have e background in management education, demonstrated academic leadership, preferably, with experience in open end distance learning institutions, including familiarity with on-line and multimedia systems.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta 145 kilometers north of Edmonton. It specializes in distance education and delivers university education to approximately 25,000 students a year. The School of Business has approximately 30 full-time academic and professional staff as well as numerous part-time tutors and academic experts. It offers 3 and 4- year degree programs and a variety of University Certificates.

Further information about this position may be obtained from Dr. Alan Davis, Vice-President, Academic, phone (780) 675-6185, e-mail eland@athabascau.ca. The appointment, commencing November 1, 2001 or as soon thereafter as possible, is for a five year renewable term and includes a continuing academic appointment.

Athebasce University develops and meintains an environmant that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordence with Canada Immigration department ragulations this edvertisamenl is directad to Canedian citizens and permanent residents.

Applications should includa a current resume, the namas and addrasses of three relerees, and a brief outline of whet the incumbent would like to echieve in the position. Applications should ba sant, lo the **Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB T9S 3A3, or by e-mail to resume@athabascau.ca, or by fax to (780) 675-6135.**

This position will remain open until a suitable candidate is found; howaver, the selection committee will start reviewing applications by September 30, 2001.

Athabasca University
Canada's Open University™

Imaging Scientist
Brain-Body Institute

Applicants are being sought for an Imaging Scientist to join the team at the Brain-Body Institute, St. Joseph's Healthcare, Hamilton, and McMaster University. Academic rank will be at the Assistant or Associate Professor level, depending on qualifications and previous experience in the field. The anticipated start date for the position is January 2002.

Candidates must preferentially have a doctorate degree in physics, mathematics, statistics, psychology, or a closely-related discipline, and at least two years of post-doctoral experience in medical imaging. Direct experience in aspects of PET and MRI instrumentation, as well as functional neuroanatomy and neurophysiology are essential. Experience in tomographic reconstruction algorithms, scanner performance evaluation, tracer kinetic modelling, image quality assessment, activation study design and analysis, would be assets. Evidence of independent research productivity is also important.

Interested and qualified applicants are invited to submit a detailed curriculum vitae, together with a statement of research interests and letters from three referees **by October 31, 2001** to: **Dr. Claude Nahmias, Brain Body Institute, St. Joseph's Healthcare, Hamilton, FSORC, H304, Martha Wing, 50 Charlton Avenue East, Hamilton, ON, L8N 4A6.**

St. Joseph's Healthcare Hamilton

McMaster University HEALTH SCIENCES

The Ontario Institute of Technology

Here is the chance to put your stamp on Canada's newest university

A New Kind of University

If you would like proof that vision, hard work and dedication will triumph in the end, you need look no further than the Ontario Institute of Technology Canada's newest university is the result of the Durham/Northumberland community that saw a need for a fully accredited university that would serve a rapidly growing population of 500,000.

The Ontario Institute of Technology is the result of a community determined to build something innovative and unique while respecting the best-in-practice traditions of Canada's established universities. Thanks to the Government of Ontario, the University will invest $60 million towards new facilities and infrastructure The business plan calls for the Ontario Institute of Technology to grow to 6,500 students by the end of the decade; beyond this, its destiny will depend on the people who help shape it, such as YOU

Located on scenic Windfields Farm — home of "Northern Dancer", and co-existing with Durham College, the Ontario Institute of Technology's campus will ultimately become one of North America's most beautiful. The University will facilitate seamless curricular pathways between college and university programs where students have the choice of college, university or both — the latter leading to the type of graduate that will be signature at the Ontario Institute of Technology: an integrated "doer, thinker, leader" The Ontario Institute of Technology's research, its undergraduate and graduate learning, broad based degree programming market-driven schools will fit the imperatives of Ontario's knowledge-based economy and students' demands for career success The synergies generated will dramatically improve the ability to deliver innovative, responsive education

As the Ontario Institute of Technology establishes itself and begins down the road to accepting students for the 2003 academic year, it seeks leaders who will invent a new benchmark in post secondary learning in partnership with the capable President To learn more, visit our web site at www.durhamc on.ca.

Academic Leaders with a Difference

The founding Provost and Deans at the Ontario Institute of Technology will have a solid track record of innovative educational administration at another university and will hold the usual credentials including a doctorate, a history of peer reviewed research support, publications in respected journals, and leadership roles in academic or professional societies. Recognised enablers of learning with a passion to discover new knowledge through research, the Provost and Deans must be solid academics with a difference.

The Provost and the Deans must be enticed by the vision, beliefs, values and potential of the Ontario Institute of Technology and capable of inspiring other like-minded academics to join in this exciting adventure to create Canada's newest university. The successful candidates must be innovators with the capacity to facilitate partnerships. Highly focused with boundless energy, the founding Provost and Deans must be flexible, comfortable with ambiguity, and capable of doing many things simultaneously. Most of all, the first Provost and Deans of the Ontario Institute of Technology must be leaders who want to, and are capable of, forging new directions in university education.

The Provost

As at other universities, the Provost of the Ontario Institute of Technology will be the Chief Academic Officer accountable for the scope, quality, and success of educational and research endeavours. Working with Durham College's Vice President Academic, the Provost will foster integration of the university and the college. Passionate about relevant educational innovation, in general terms, the Provost is accountable for the development and execution of a strategic academic development plan. Together with the President and other members of the Executive Team, the Provost will shape an educational philosophy for the Ontario Institute of Technology and define approaches to implementation. The Provost will promote the Ontario Institute of Technology to its students and potential students, the academic community, the broader Durham/Northumberland community, faculty, staff, and in time, alumni The Provost sets the tone, inspires, and leads

Dean, School of Advanced Manufacturing

With a Ph.D. in engineering, computer sciences, or related disciplines, the Dean of Advanced Manufacturing will have a distinguished record of scholarship in the application of robotics, microprocessors, or other technologies to manufacturing processes Your relevant industrial experience and success in advanced manufacturing is a significant asset, as is international experience in manufacturing or training. You are able to lead pure and applied research with an emphasis on real-life application of technology The first four-year degree program lead by the Dean will prepare graduates for employment in manufacturing industries utilizing cutting edge technology in an integrated manufacturing environment including business applications, information and communications technology, and process technology

Dean, School of Education

An outstanding educator with a Ph.D. in an educational discipline, your success at other universities has prepared you to implement your creative vision of teaching and research as Dean in an environment that welcomes new ideas Building on the strengths of the Ontario Institute of Technology, first emphasis will be placed on preparing teachers of mathematics, science, and technology The Dean will lead efforts to develop and implement educational offerings for current educational practitioners to respond to policy changes related to teacher qualifications and certification You will forge excellent relationships with the Ontario College of Teachers, the Ministry of Education, and local school boards

Dean, School of Nuclear Technology and Safety

Your doctorate in nuclear physics, chemistry or other related fields, plus experience as a scientist, educator, and consultant to industry and government have prepared you to take on the challenging role of defining a new program for professionals working in energy, manufacturing, health care, and other endeavours that utilize nuclear technology. The Dean will foster excellent relationships with relevant nuclear facilities and agencies, enabling student work experiences and employment opportunities and contract training or applied research opportunities. The Dean will promote the development of programs of pure and applied research in nuclear technology and safety relevant to real-life challenges faced by the nuclear industry and users of radioisotopes. The Dean will, actively support and participate in the development of the Tier project for which the Durham Region is being considered.

Dean, School of Health Sciences

A nurse scientist and educator with a Ph.D., you will have made significant contributions to your profession's body of knowledge and the preparation of nurses in another university setting. Starting with a degree RN program, the Dean will lead expansion of the School of Health Sciences to include other regulated health professions that require university preparation. The Dean will develop strong links with local health services providers and agencies to secure partnerships for the Durham College and the Ontario Institute of Technology for student clinical experience, research and service opportunities, and to facilitate graduate employment. Your capable graduates will help address the serious and growing shortage of nursing and other health professionals in Ontario and Canada

Dean, School of Policing and Community Safety

Your Ph.D. in criminology, law; forensic sciences or related fields plus research and leadership roles at other universities, and a deep interest in healthy communities, will enable you to develop and execute an educational and research program in policing, community safety, fire protection, and emergency measures. Through sector contacts the Dean will build excellent learning and employment opportunities for students and research opportunities for faculty. In addition, the Dean will promote contract training and play a key role in advancing the Durham Justice Centre, a joint partnership with the Durham Regional Police. Graduates will find opportunities in policing, agencies with investigative or security functions, forensic sciences, or public service or will prepare students for the study of law.

The Search Committee will begin reviewing applications on September 15, 2001. It is expected that the Provost and Deans will take office as soon as possible given the challenge of implementing the Ontario Institute of Technology's programs for the fall of 2003.

Applicants for the position of Provost or Deans should submit a cover letter explaining why they are interested in and qualified for this opportunity, a current curriculum vitae, supporting material that would be useful to the Search Committee, and the names, addresses, and telephone numbers of five references. This information should be sent to the: Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton ON, L8P 1H1 or to resumes@landmarkconsulting.org

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

HISTOIRE

UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire du Canada contemporain. Préférence sera accordée aux candidats qui peuvent enseigner et diriger des recherches sur les nouvelles perspectives en histoire. Entrée en fonction : Le 1er juillet 2002 Exigences Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence Rang Professeur adjoint Salaire: Selon la convention collective Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: Le 1er décembre 2001 Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada L'Université d'Ottawa a une politique d'équité en matière d'emploi

UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire britannique, fin 18e–19e siècle de préference Les postulants devront pouvoir diriger des recherches en histoire britannique et offrir des survols en histoire européenne Entrée en fonction Le 1er juillet 2002 Exigences. Doctorat La preference sera accordée aux candidats qui possedent des publications et de l'expérience dans l'enseignement Dès son embauche, le candidat devra enseigner en anglais L'aptitude à enseigner en français dans les plus brefs délais sera considérée comme un atout. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence Rang Professeur adjoint. Salaire: Selon la convention collective Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secretaire du Comite de sélection, Departement d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5 Date limite pour soumettre sa candidature: Le 1er decembre 2001. Conformement aux exigences prescrites en matiere d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada. L'Universite d'Ottawa a une politique d'equité en matiere d'emploi.

HISTORY

THE UNIVERSITY OF TORONTO — The Department of History invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in the field of Russian History, Imperial Period. The department is particularly interested in individuals specializing in social and/or cultural history. Applicants must have completed a PhD and show promise of excellence in scholarly research, publication and teaching. Candidates should be able to teach a variety of courses over time a survey course in Russian history, more specialized undergraduate and graduate courses; and a graduate course in thematic or methodological relevance beyond the Russian field (e.g., the department has developed thematic and interdisciplinary strengths in colonial and post-colonial history, gender history, and comparative peasant studies, among others). Salary will be commensurate with experience Applications and curriculum vitae should be sent to Professor Ronald W. Pruessen, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3 Applicants should also ask three referees to write letters directly to Professor Pruessen Applications will close on October 15, 2001. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in the history of modern Canada Preference will be given to candidates who can teach and supervise research in new theoretical perspectives. Starting date: July 1st, 2002 Requirements PhD, publications and teaching experience preferred. The candidate will be required immediately to teach in French. The ability to teach in English and in French is a condition of tenure Rank: Assistant Professor Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5 Deadline for applications: December 1st, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity is University policy

UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in British history, with preference to late 18th–19th century. Candidates must show ability to supervise research in British history as well as teach surveys in European history. Starting date: July 1st, 2002 Requirements: PhD, publications and teaching experience preferred. The candidate will be required immediately to teach in English. Ability to teach in French in the near future is an asset. The ability to teach in English and in French is a condition of tenure Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5 Deadline for applications: December 1st, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity is University policy

SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in Modern Chinese History since the Ming period. The position will begin in September 2002. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Citizens of other nationalities are also encouraged to apply Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 23, 2001. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5837.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of History invites applications for a tenure-track position at the rank of assistant professor in American history, effective July 1, 2002. The successful candidate must hold a PhD and show promise of excellence in teaching and scholarly research. All research specialties will be considered. The ability to teach undergraduate and graduate courses is required A letter of application, curriculum vitae and supporting documents, as well as three confidential letters of reference should be sent to Dr. Gillian Thompson, Chair, Department of History, University of New Brunswick P.O. Box 4400, Fredericton, N.B. E3B 5A3. Further information about the position may be obtained by writing to the same address or e-mailing thompson@unb.ca. The deadline for the receipt of applications is October 5, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

MCGILL UNIVERSITY — The Department of History invites applications for a tenure-track position at the rank of assistant professor in Early American history, effective 1 September 2002. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The History Department has a particular interest in applicants with an Atlantic or Borderlands perspective. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, and one page statement of teaching philosophy, as well as three confidential letters of reference should be sent to Professor Suzanne Morton, Chair, Department of History, McGill University, 855 ouest, rue Sherbrooke, Montréal, Quebec, Canada, H3A 2T7. The deadline for the receipt of applications is 15 November 2001 In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents McGill University is an English language institution, however, French would be considered an asset. McGill University is committed to Equal Opportunity in employment

THE UNIVERSITY OF SASKATCHEWAN — The Department of History invites applications for a tenure-track position in the history of early-modern continental Europe. This appointment will begin on July 1, 2002 at the assistant professor level. PhD and publications are strongly preferred. Evidence of a strong commitment to research and of excellence in teaching is required Applicants should submit their letter of application, curriculum vitae, and any other supporting materials, along with three confidential letters of reference to Larry Stewart, Head Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5, Canada. (Fax: 306-966-5852; E-mail: hist.dept@usark.ca). The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The application deadline is November 1, 2001

SAINT MARY'S UNIVERSITY — The History Department invites applicants for a tenure-track assistant professorship on nineteenth or twentieth-century Canadian history to start on July 1, 2002. Applicants must have a completed PhD and demonstrate considerable promise in teaching, research and scholarly publication. As the department already has considerable strength in Atlantic Canadian history, we would particularly welcome applicants from candidates with research interests that reflect national historical themes and/or the history of other regions of Canada. Applicants should send a letter of application, a c.v., a writing sample, and arrange to have three letters of reference sent to Dr. Michael Vance, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada; Fax: (902) 420-5141; Web page: http:www.stmarys.ca. The closing date for applications is October 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity

ST. THOMAS UNIVERSITY — The Department of History. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of History invites applications for two entry-level, tenure-track appointments at the assistant professor level, beginning July 2002. The successful candidates will be invited to join in the development of an innovative curriculum of comparative and thematic courses. The successful candidate for the first position will primarily teach and develop new courses in comparative history, with an Asian or Eurasian perspective, and will work with the History Department and other university departments to develop new courses that will introduce students to the global dimension of historical problems. S/he will be a specialist in some field of Asian or Eurasian history, and will be able to teach introductory and advanced courses in those areas as well as an introductory course in world history. The successful candidate for the second position will teach and develop courses in modern European history with a focus on Central Europe. S/he will teach upper-level courses examining some of the fundamental issues of 19th and 20th century Europe, and will regularly teach an introductory course in European history. S/he will be a specialist in some field of modern Central European history. A PhD or imminent completion is required. Each applicant is to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Juergen Doerr, Chair, Department of History, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 22, 2001, or when position is filled. Applicants are responsible for ensuring that their file, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities

THE UNIVERSITY OF GUELPH — The Department of History invites applications for a tenure track position in the History of the United States at the rank of Assistant Professor, effective 1 August 2002 or negotiable. Preference will be given to those with a completed PhD and to those with a teaching field in war and society. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in the Department's graduate (M.A. and PhD) programs. The appointee will have demonstrated commitment to teaching and research excellence An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto Applicants should send current curriculum vitae, e-mail address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Keith Cassidy, Chair of Selection Committee, Department of History, University of Guelph, Guelph, ON, N1G 2W1 by 15 November 2001. (See www.uoguelph.ca/history). Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committee to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

YORK UNIVERSITY — The Department of History (Faculty of Arts) invites applications for a tenure-track position at the rank of Assistant Professor in the history of the South Atlantic world, bridging the fields of western African and Latin American history, focusing especially on Lusophone Africa and Brazil during the 18th and 19th centuries Areas of specialization should include an interest in the history of one or more of the following: demography, culture, slavery and emancipation. The appointment is part of an initiative to create a research centre on the history of the African diaspora, which is associated with the establishment of the Canada Research Chair on African Diaspora History The successful candidate is expected to participate in the further development of the research program of the Chair holder, and to teach an undergraduate survey course in African history. The appointment will commence 1 July 2002. Required qualifications include a completed PhD, or equivalent, and an ongoing program of research in the area of specialization. Candidates should show promise of excellence in teaching and in research, with a record of scholarly publication suitable for prompt appointment to the Graduate Program in History Salary is dependent on qualifications and experience. In all of its appointments, the Department of History is keen to attract scholars who have an interest in the history of one or more of the following: cross-cultural contact; war, gender and sexuality; imperial and post-colonial issues Candidates should submit a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than October 26, 2001 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada; fax: 416-736-5836. Canadian citizens and permanent residents will be considered first for this position For many years York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racially visible minorities, persons with disabilities and aboriginals in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the parameters of the affirmative action program only if they self-identify The Department of History welcomes applications from women, racially/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be obtained by calling the Affirmative Action office at 416-736-5713 All positions at York are subject to budgetary approval

HISTORY IN ART

THE UNIVERSITY OF VICTORIA — Canada Research Chair in Modern Art. The Government of Canada has established the Canada Research Chair Programme (http://www.chairs.gc.ca) to foster world-class research excellence in Canadian universities. At the University of Victoria, one of these will be a Tier II Canada Research Chair to be based in the Department of History in Art (http://www.finearts.uvic.ca/historyinart/). The nominee should be an expert in the arts of modern Europe and North America who brings theoretical sophistication to an examination of the complex dynamics of modern art in the context of global practices. The ideal chair would be one who could stimulate dialogue with other scholars at the university. The position is tenure track, with a five-year term of reduced teaching which is renewable for an additional five years based on a review of the chair's research record. While holding the chair, the successful applicant will maintain an active research programme, and will also be required to teach at the undergraduate and graduate levels, and to participate in the routine administrative governance of the department, the faculty, and the university. Nominees must be recognized as potential leaders in their fields with outstanding records of research and publication. Applications, including curriculum vitae and three letters of reference, should be sent by November 30, 2001 to: Dr. Dianne McLarty, Chair, Department of History in Art, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada V8W 2Y2; email: hclarty@finarts.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples

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WILFRID LAURIER UNIVERSITY

Assistant/Associate Professors School of Business & Economics

The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting and Marketing areas commencing July 1, 2002. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. For the Accounting position expertise is sought in the area of financial accounting, auditing, accounting information systems, and/or tax. The area of expertise for the Marketing position is open. Qualifications include PhD or ABD with evidence of strong research and teaching potential.

The School has seventy full-time faculty in Business, sixteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both.

Please direct applications by **November 30** to:

John McCutcheon, Acting Associate Dean of Business
Faculty Development & Research
School of Business & Economics
Wilfrid Laurier University
75 University Ave. W.
Waterloo, Ontario N2L 3C5

Email: jemccut@wlu.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

SIMON FRASER UNIVERSITY

Weyerhaeuser Professorship in Change Management

The Faculty of Business Administration at Simon Fraser University is seeking candidates for its newly created Weyerhaeuser Professorship in Change Management. Candidates will be considered at the Associate or Full Professor levels. The successful candidate will have published significant research on organizational change and demonstrate a commitment to continuing excellence in research and teaching in the field of organizational change and development. The successful candidate will also have past success at attracting research funding, significant connections to the change management practitioner community and success at executive education.

The Weyerhaeuser Company is an integrated wood products company known for its commitment to ecological ways of thinking and acting, being a valued resource in the communities it does business in and a long history of partnership with university researchers. The funding provided by the Weyerhaeuser Corporation is intended to augment a regular appointment within the Faculty and create opportunities for studying change management. Weyerhaeuser funding is, in the first instance, for a period of five years.

The Weyerhaeuser Professor will become a member of the Management and Organization Studies Area of the Faculty of Business. The area offers courses and specializations in the Faculty's undergraduate program, Executive MBA, Management of Technology MBA and Specialized MBA. The area is investigating the creation of an MBA in Change Management and Consulting and the Weyerhaeuser Professor would be expected to be a leader in such a program. Professors can have Ph.D. students through special studies and the Faculty is developing a Ph.D. program.

Canada Research Chair in Management of Technology

The Faculty invites applications and nominations for the position of Canada Research Chair in Management of Technology. This academic position is an integral component of Simon Fraser University's Strategic Research Plan to meet the needs of the knowledge-based society and economy.

The Faculty is interested in expanding its research efforts into the emerging domain of technology-based business enterprises. The subject area, Management of Technology, will be interpreted quite broadly. It includes features of Policy, Management, Leadership, and other business disciplines used to study the transfer of knowledge between scientific research, technical innovations and the practice of management.

The successful candidate will have an outstanding record of scholarship in one or more of these subject areas. In addition, he/she will have extensive experience interacting with business firms whose success depends on their management of technology. Such firms are ones that use new technology to innovate in the areas of product and service design, that develop new methods and procedures to produce those products and services, and that articulate and implement the conceptual tools used to obtain successful business practices. The CRC appointee will also continue, and develop further, his/her current research programs as well as facilitate the ongoing research of existing faculty into technology management.

The **Faculty of Business Administration** offers a full range of post-secondary and graduate programs including an MBA Management of Technology Program as well as regular and executive MBA programs, an on-line Graduate Diploma in Business Administration, and a substantial BBA program for undergraduate students. We have substantial strengths in teaching and research excellence with a history of successful experiences in cross-disciplinary work and contact with the business community. Located in the Lower Mainland of British Columbia, **Simon Fraser University is ranked as one of the best comprehensive universities in Canada.**

In accordance with Canadian immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

The search will close on **December 31, 2001** or when the positions have been filled. For further information or to apply, please submit a recent CV, along with a statement of current and future research interests to: Dr. Lindsay Meredith, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA. • E-MAIL: meredith@sfu.ca • FAX: 604-291-5833

Faculty of Business Administration
www@sfu.ca www.bus.sfu.ca

HISTORY & PHILOSOPHY OF SCIENCE

THE UNIVERSITY OF GUELPH — invites applications for a tenure track position in the History and Philosophy of Science at the rank of Assistant Professor, effective August 1, 2002 or negotiable. Strong academic credentials and the ability to teach a large first-year undergraduate History course in Science and Society are essential. The ability to teach in both History (60%) and Philosophy (40%) is required, and a completed PhD is desirable. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in one or preferably both of the Departments' graduate (M.A. and PhD) programs. The appointee will have demonstrated commitment to teaching and research excellence. An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Hoppton, Chair of Selection Committee, Department of Philosophy, University of Guelph, Guelph, Ontario N1G 2W1 by December 15, 2001 (See www.uoguelph.ca/history and www.uoguelph.ca/philosophy) This appointment is subject to final budgetary approval. Canadian citizens and permanent residents will be considered first for this position. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

HOLOCAUST & EASTERN EUROPEAN JEWRY

YORK UNIVERSITY — The Faculty of Arts invites applications for the new Silber Family Chair for the study of the Holocaust and Eastern European Jewry. This is a position at the Associate Professor level (applications at the Assistant Professor level will also be accepted) to commence July 1st, 2002 (An untenured appointee will be named to the Chair only upon receiving tenure). Prospective candidates should have the qualifications to teach and conduct research in the field through one or more of the following disciplines: history, Jewish thought and culture, literature, and women's studies. The successful applicant will teach at the introductory and advanced level in the Religious Studies Programme and in one or two of the following departments: Languages, Literatures and Linguistics, History, Humanities. S/he will develop a vigorous programme of productive research in his/her area of expertise. S/he will be committed to the highest quality of undergraduate and graduate education. S/he will be expected to participate actively in the Centre for Jewish Studies, the Jewish Teacher Education Program and the Graduate Diploma Program in Jewish Studies. A PhD or equivalent and demonstrated facility in modern Hebrew and at least one of the languages of eastern Europe are essential. Salary will depend on qualifications and experience. A letter of application with curriculum vitae, statement of research interests, and selected publications should be sent to: Professors Martin Lockshin and Michael Brown, Co-Chairs Search Committee, Centre for Jewish Studies, Room 243, Vanier College, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada. Candidates should arrange for three letters of recommendations to be sent directly to the above address. The deadline for applications is October 25th, 2001. Canadian citizens and permanent residents will be considered first for this position. York University welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713.

HUMAN ECOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Human Ecology invites applications for a tenure track Assistant Professor in the area of Family/Consumer Studies and Community Studies. The Department offers a BSc in Human Ecology with majors in Family and Consumer Studies, Community Studies, and Textiles and Clothing; MA and MSc degrees in Family Ecology and Practice, and Textiles and Clothing; and a PhD degree in Human Ecology. We have a strong commitment to education, advocacy and policy development, and family and community diversity themes including age, gender, ethnicity and disability. A recent $4.1 million renovation to the Human Ecology Building has provided the Department with excellent facilities for conducting and teaching social science research including in-depth survey, focus group, and observational research. The Department is part of the Faculty of Agriculture, Forestry and Home Economics, an interdisciplinary faculty that values excellence in teaching and research. For further information see www.hecol.ualberta.ca. Responsibilities will include undergraduate and graduate teaching in Family/Consumer Studies and Community Studies; supervising Masters and PhD students; establishing an independent research program that contributes to a substantive area in policy development in issues affecting families, consumers, and their communities, performing administrative roles at the Department, Faculty, and University levels. Qualifications: PhD in a relevant field such as family sociology, consumer studies, anthropology, community development or other related field, and demonstrated teaching excellence. The successful candidate will have an interdisciplinary background that is a good fit with the Department and Faculty and enhances our ability to provide relevant, high quality education and research programs. The successful candidate will have demonstrated leadership ability and is expected to develop a strong research program consistent with the Faculty's commitment to multi-method, collaborative research. Experience in collaborative research with family and/or community agencies is highly desirable. The salary range is commensurate with experience at the level of Assistant Professor: the 2000/2001 salary range for Assistant Professor is $45,374–$64,238. The starting date for the position is July 1, 2002, or before. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application addressing qualifications and a statement of research and teaching interests, curriculum vitae including a list of publications, graduate transcript(s), the names of three referees and a sample refereed journal article by December 30, 2001 to: Dr. Nancy Gibson, Chair, Department of Human Ecology, University of Alberta, 3-02E Human Ecology Building, Edmonton, Alberta, T6G 2N1, Canada. Tel. (780) 492-3883; Fax: (780) 492-4821; E-mail: nancy.gibson@ualberta.ca. We thank all applicants for your interest in this position. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

INDIGENOUS STUDIES

THE UNIVERSITY OF VICTORIA — The Faculty of Humanities and the Faculty of Social Sciences invite applications for a tenure-track position in Indigenous Studies at the rank of Assistant Professor beginning July 1, 2002. Applications are invited from qualified persons having research and teaching experience in the area of Indigenous (Native) Studies broadly defined as fitting into one or more disciplines within the context of the Humanities and/or Social Sciences. Candidates who bring an expertise in some aspect of the study of northwest indigenous populations are especially welcome. The successful candidate will assume the position of the Program Coordinator for the newly created Minor in Indigenous Studies, finalize the design of the program and teach relevant courses. The coordinator will administer the program office, manage the interdisciplinary core courses, invite members of the community to participate in an Indigenous Studies Program Speakers Series, advise enrolled in the program, and chair the Indigenous Studies Program Advisory Council. Candidates should hold a PhD degree or equivalent qualification, possess a capacity for effective course development at the undergraduate level, and have a demonstrated capacity to plan and organize an academic program effectively. In addition, candidates must have extensive knowledge and previous successful experience working with Indigenous communities and organization in a professional or scholarly context. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, the selection will be limited to aboriginal peoples; candidates from this group are encouraged to self-identify. Applications should include a curriculum vitae and a brief description of prior experience working with Indigenous communities or organizations. Candidates should also be prepared to provide, upon request, three letters of recommendation. Review of applications will commence October 1, 2001. Please send your application to: Dr. Andrew Rippin, Dean, Faculty of Humanities, University of Victoria, Box 3045 STN CSC, Victoria, BC V8W 3P4, E-mail: humn@uvic.ca, web: http://web.uvic.ca/socsci/ and http://web.uvic.ca/humanities/. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, the selection will be limited to aboriginal peoples. Candidates from this group are encouraged to self-identify. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing on or before September 1, 2002. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca ; fax: 519-746-7252).

INFORMATION TECHNOLOGY

YORK UNIVERSITY — As part of a university-wide initiative in information technology, The Atkinson Faculty of Liberal and Professional Studies, York University's second largest Faculty, invites applications for three faculty positions in the ITEC Program in the School of Analytic Studies and Information Technology. These appointments are to commence January 1 or July 1, 2002. One of the positions will be a tenure-track position at the level of Assistant Professor, while the other two positions will be contractually limited appointments at the assistant professor or lecturer level. Both positions are subject to final budgetary approval. Atkinson's ITEC comprises a series of interdisciplinary degree programs which combine information technology with studies in fields such as IT and social issues, health informatics, professional writing and administrative studies. The common core of these programs has been agreed upon among the three York Faculties involved in the development of the programs (Arts, Atkinson and Glendon), which work in concert with one another. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with research interests in one or more of the following areas are especially encouraged to apply: systems analysis and design; software systems, information management; networking and communications, databases, e-commerce technologies. Enquiries and applications, with curriculum vitae, should be sent to: Dr. Stephen Chen, ITec Search Coordinator, ITEC/Atkinson, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, E-mail: sychen@yorku.ca. More information on the programs can be found at http://www.yorku.ca/sasit/itec. Applicants must also arrange for three letters of reference to be sent to the same address. At least one of the letters should address teaching. In addition, the applicants can attach a statement of teaching and research interests and any other supporting documentation. A review of applications will begin October 15, 2001 and continue until the position is filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

INTERIOR DESIGN

THE UNIVERSITY OF MANITOBA — The Department of Interior Design invites applications for a full-time tenure track position at the rank of Assistant Professor, Position Number: ABL879 to take effect January or July 2002, subject to final budgetary approval. This position is in addition to the recently advertised Assistant Professor position which closes August 15th. Teaching responsibilities will focus on design studio and related theory and materials and interior construction at the graduate level. Other responsibilities will include supervision and

Director, Office of Research Services

Concordia University is seeking a dynamic individual to play a key role in the development, promotion and delivery of research services. The Office of Research Services (ORS) provides central infrastructure research support to a quickly expanding clientele, including to complementary Faculty-based services and offices, in an increasingly complex research-funding environment.

Major Responsibilities:

- Facilitate and coordinate the delivery of effective research support to the Faculties;
- Manage the ORS and oversee pre-award and post-award services; participate in policy development and implementation; oversee the accounting and reporting of research activities;
- Develop and maintain close contacts and excellent communications with governmental granting agencies and other funding bodies; foster close collaborations with industrial partners and assist in the elaboration of research contracts;
- Facilitate the declaration, protection and commercialization of intellectual property;
- Heighten the profile of research activities, champion the research accomplishments of Concordia faculty and students, enhance the visibility of research.

The ideal candidate must possess a Doctoral or Master's degree with at least five years of experience in research administration, preferably within a university environment; experience with governmental funding agencies, external organizations and industry; knowledge and experience in grant and contract management and a basic knowledge of technology transfer. Exceptional organizational development and planning skills, and a solid knowledge and/or background in finance and statistics would be a definite asset. Candidates must possess outstanding communication and interpersonal skills along with an ability to work in both, English and French.

Applications will be received until September 14 or until the position is filled. Please send your application including a CV, a covering letter, and the names of three referees, to:

Concordia University
Department of Human Resources and Employee Relations
1455 de Maisonneuve Blvd. West
Montreal, QC. H3G 1M8
Fax: (514) 848-2844
E-Mail: hr-employment@concordia.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

Concordia UNIVERSITY

Real education for the real world

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Schulich School of Business
York University
www.schulich.yorku.ca

Pierre Lassonde Chair in International Business

The Schulich School of Business at York University in Toronto Canada, is seeking an outstanding scholar in international business for the Pierre Lassonde Chair in International Business, effective July 1, 2002.

Preferred candidates will:

- be at the full professor level (candidates at the senior associate level are also encouraged to apply)
- have international business teaching and research interests in strategy, marketing, or organizational behaviour/management
- be expected to provide leadership in teaching and research in the area of international business
- have a PhD degree

The deadline for receiving applications is November 1, 2001.

Please send curriculum vitae, samples of research papers, information regardingteaching experience, and names and addresses of three referees to:

Professor Christine Oliver
Chair, Search Committee
Pierre Lassonde Chair in International Business
York University
Schulich School of Business
4700 Keele Street
Toronto, Ontario M3J 1P3
Canada
e-mail: coliver@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

advising students and an active programme of scholarly research, publication and/or creative works, and service to the university and the community The candidate must possess a professional qualification in Interior Design or Interior Architecture and qualify for registration in Canada Also required is a graduate degree in Interior Design/Architecture or a related field Teaching experience and professional achievement in Interior Design are desirable, as is a working knowledge of digital media The expected annual salary range is $50,000-$55,000 commensurate with qualifications and experience The Faculty of Architecture comprises four graduate departments offering professional degrees Architecture, City Planning, Interior Design and Landscape Architecture, and an interdisciplinary undergraduate degree in Environmental Design. The successful candidate will have responsibilities to the Masters in Interior Design and opportunities to teach collaboratively in the undergraduate Environmental Design program The Interior Design department is the first in Canada to develop a professional Master's degree This innovative department has maintained full accreditation by FIDER since 1974 and has recently undergone significant program restructuring The department is now well positioned to build on its record of excellence. Further details can be obtained from the Faculty web site www umanitoba ca/faculties/architecture. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applicants should submit a brief covering letter, full Curriculum Vitae and selected examples of professional work, research and creative activities; together with three (3) referees letters. To ensure fullest consideration applications should be received by October 15th. Applications should be sent to: Professor Lynn Chalmers, Chair of the Department of Interior Design Search Committee, Faculty of Architecture, Architecture II Building, University of Manitoba, R3T 2N2, Canada. Telephone 204-474-6435, Facsimile 204-474-7533, E-mail: chalmers@ccumanitoba ca

INTERNATIONAL DEVELOPMENT STUDIES

DALHOUSIE UNIVERSITY — Applications are invited for a tenure-stream appointment at the assistant professor level effective July 1, 2002, in International Development Studies. Candidates should possess a PhD (or be close to completion) in Development Studies or a related field, have teaching experience, and have a demonstrated commitment to interdisciplinary research. Program specialization and geographic area of specialization are open, but the successful candidate must be prepared to draw on comparative examples from different regions of the developing world in her/his teaching. We are seeking a candidate with a research interest in the relationship between development theory and practice, and with an interest in supporting experiential learning and study abroad programs This position is subject to budgetary approval Further information regarding the position and associated responsibilities may be obtained from the departmental website (www.dal ca/~intdwww/intdwww.html). Candidates should submit a curriculum vitae, a statement of teaching and research interests, a teaching dossier, a sample of their written work, and three letters of reference to: Dr. David Black, Chair, International Development Studies, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Fax (902) 494-2105, by October 15th, 2001 Inquiries about the position may be made by email to blackd@is dal.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible people, and women.

UNIVERSITY OF TORONTO AT SCARBORDUGH — International Development Studies. We are seeking a senior researcher in International Health (Developing Countries) to teach in the highly successful program in International Development Studies The successful candidate will be eligible for nomination to the prestigious Canada Research Chair program The position is based in the Division of Social Sciences, with graduate teaching in one of the following Departments on the St. George campus. Anthropology, Geography, Political Science, and Sociology. The Division will also facilitate a cross-appointment at the graduate level to the Faculty of Medicine, if appropriate (possibly to the Department of Public Health Sciences, the Department of Health Policy, Management and Evaluation, or the new Centre for International Health) The closing date for applications is October 31 2001. Applications should include a curriculum vitae, samples of publications or writing, plus evidence of teaching ability Applicants should also arrange to have three letters of recommendation sent to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4, Canada The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

KINESIOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — Applications are invited for a full-time, tenure-track assistant professor position in exercise physiology in the School of Kinesiology, the Faculty of Health Sciences The successful candidate will hold a doctoral degree and will have demonstrated an active independent research and publication record as well as the ability to obtain external research support. The position requires teaching at the undergraduate and graduate level in the area(s) of reflex control of the circulatory system and blood flow with health, exercise and disease. In addition, the candidate will be expected to contribute to the research mission of the Faculty through collaborations with existing researchers in current strengths of cardiorespiratory and metabolic control. The School of Kinesiology is one of 5 schools (Communication Sciences and Disorders, Nursing, Occupational Therapy and Physical Therapy) in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research is encouraged, The School is home to a number of specialized research and training centres, including the Canadian Centre For Activity & Ageing; the International Centre For Olympic Studies, Fowler/Kennedy Sport Medicine Clinic; and Canadian National Centres for men's wrestling and women's rowing Further information is available at www.uwo ca/fhs. Applications are required by November 5, 2001. Please quote Position Number HS-001 on all correspondence The curriculum vitae and names of three referees will be regarded as confidential until interview candidates have been determined Submit documentation to: Dr A N. Belcastro, Dean, Faculty of Health Sciences, Health Sciences Addition, Room H124, The University of Western Ontario, London, Ontario, Canada, N6A 5C1 Positions are subject to budget approval Canadian Citizens and permanent residents will be considered first for this position The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

LAW

THE UNIVERSITY SASKATCHEWAN — The College of Law is seeking candidates for one tenure-track and one or more term positions, for appointment on or after July 1, 2002. Though candidates in all areas of law will be considered, we are particularly interested in candidates specializing in fields of private law or fields which form part of the core professional curriculum. We would also especially encourage applications from Aboriginal scholars in any legal field Candidates must have completed a Master's or doctoral degree in law or equivalent graduate qualification, and have demonstrated proficiency and promise in legal scholarship Appointment has been authorized at the Assistant Professor level The Search Committee will begin to consider applications as of Monday, October 15, 2001 The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications A letter of application, accompanied by a curriculum vitae, a sample of academic writing, academic transcripts and letters from three academic referees, should be sent to Dean Beth Bilson, College of Law, 15 Campus Drive, Saskatoon, Saskatchewan, S7N 5A6, telephone (306) 966-5910; fax (306) 966-5900 Further information about the College of Law can be found on the Web site at www.usask ca/law, and may also be obtained from Dean Beth Bilson at beth bilson@usask.ca or Kris Engstrom at kris engstrom@usask.ca

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions and the Paul Martin Professorship in International Affairs and Law in the Faculty of Law commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact Prof Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext 2930, Fax: 519 973 7064, Email: belman@uwindsor ca

YORK UNIVERSITY — Osgoode Hall Law School expects to hire seven tenure-stream faculty members over the next three years Detailed information about the recruitment priorities for 2001/02 and the application deadline will be available from 12 September 2001 on the Osgoode Hall Law School website (www.osgoode.yorku.ca/recruit) or from Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, e-mail: ozfrac@yorku.ca

LIBRARY

THE UNIVERSITY OF WINDSOR — invites applications for a reference librarian position in the Leddy Library commencing January 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4, Tel 519.253 3000, Ext. 3161; Fax 519 971.3638; Email: gebbett@uwindsor.ca

LINGUISTICS

SIMON FRASER UNIVERSITY — The Department of Linguistics, Applications are being accepted for a tenure-track position in Linguistics starting September 1, 2002 This position is subject to budgetary approval. The appointment will be made at the assistant professor rank. The successful applicant will bring a specialization in theoretical phonology particularly in optimality theory The individual will teach phonology at both the undergraduate and graduate level and will be expected to contribute to other areas of Department teaching Further details about the Department can be found at http://www.sfu.ca/linguistics/ Candidates should hold a PhD in linguistics with a specialization in phonology and be able to demonstrate teaching ability Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and sample publications by October 31, 2001 to Dr Z. McRobbie, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC, Canada V5A 1S6, Phone (604) 291-3554, fax (604) 291-5659, email zita_mcrobbie@sfu.ca In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents SFU offers equal employment opportunities to all qualified applicants.

SIMON FRASER UNIVERSITY — The Department of Linguistics. Applications are being accepted for the position of Lecturer in the Department of Linguistics at Simon Fraser University to start September 1, 2002. This is a continuing position with an initial probationary period of twelve months The successful candidate will have teaching duties in the Department's Teaching English as a Second Language Certificate program and will teach and manage the Practicum course in this program. The individual may also be asked to teach general linguistics courses. Further details about the Department and the Certificate program can be found at http://www.sfu.ca/linguistics/ Candidates should hold a PhD in applied linguistics or a related discipline, have TESL and/or TEFL experience, and demonstrate dedication to teaching and the mentoring of teachers. Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and a teaching dossier containing a statement of teaching philosophy and examples of teaching materials by October 31, 2001 to: Dr. Z. McRobbie, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC, Canada V5A 1S6, Phone (604) 291-3554, fax (604) 291-5659, email: zita_mcrobbie@sfu.ca. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU offers equal employment opportunities to all qualified applicants All appointments are subject to budgetary approval

THE UNIVERSITY OF VICTORIA — The Department of Linguistics invites applications for a tenure-track position in Applied Linguistics at the Assistant Professor level, starting July 1, 2002 Applicants must have a PhD in Linguistics, teaching experience at the university or community college level, and demonstrated research potential; experience in curriculum design would be an asset. The successful candidate will teach courses in Applied Linguistics, TESL/TEFL methodology, and second language acquisition and pursue a research program in these or cognate fields. The position also carries responsibility for practicum placements for applied linguistics students and for graduate student supervision. The salary will be based on level of experience; the salary floor for an assistant professor in 2001/02 is $45,738 00. Applications, including a letter of interest, curriculum vitae, copies of representative publications, and the names of three referees should be sent by November 15, 2001, to: Chair, Search Committee, Department of Linguistics, University of Victoria, PO Box 3045, Victoria, B C Canada V8W 3P4, email: linguist@uvic.ca, Web site: www.uvic.ca/linguistics The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made

CARLETON UNIVERSITY — School of Linguistics and Applied Language Studies invites applications for the position of Director effective July 1, 2002, or earlier Applicants must have a PhD an excellent academic record in Applied Linguistics or Applied Language Studies, both in teaching and research (preferably with a specialisation in second language teaching, second language acquisition or language testing) and demonstrated administrative abilities. The appointment will be made at the rank of Associate Professor or Professor for an initial five-year term The School of Linguistics and Applied Language Studies is responsible for the University's graduate programs in Applied Language Studies and undergraduate programs in linguistics and applied language studies, credit courses in all languages offered by the University other than French, credit and intensive programs in English as a second language, the Canadian Academic English Language Assessment and other language testing programs, the Writing Tutorial Service and several other operations. The School has active linkages with a number of institutions abroad, and is currently involved in TEFL teacher training programs and materials development programs with institutions in Cuba, Greenland, Indonesia and Iran In addition, the School welcomes a numbers of visiting scholars every year who come to take advantage of the research opportunities available in the School For more information on the School, visit: www carleton.ca/slals In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Carleton University is committed to equity of employment for women, aboriginal peoples, visible minorities and persons with disabilities Persons from these groups are encouraged to apply The position is subject to budgetary approval Letters of application or nomination, including the names of three referees and a current curriculum vitae, should be addressed to Dr. Anna Freedman, Dean, Faculty of Arts and Social Sciences, Carleton University, Ottawa, Ontario Canada K1S 5B6. Closing date for applications is October 31, 2001 Candidates for this position will be considered until the Faculty's search committee has made a final decision

MANAGEMENT

CONCORDIA UNIVERSITY — The Department of Management. John Molson School of Business, is seeking, subject to budgetary approval, qualified applicants for tenure-track positions starting June 1, 2002 in the areas of Entrepreneurship and International Business Qualifications include a PhD in hand or expected, and a strong research record or demonstrated research potential Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching Candidates with interests in aviation and/or pharmaceuticals are encouraged to apply Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Aviation MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All undergraduate, Masters and PhD programs in the John Molson School of Business at Concordia are accredited by AACSB Applications should be submitted by October 15, 2001. Dossiers will be considered only when completed. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to Dr Kamal Argheyd, Chair, Department of Management, Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd W., Suite GM 503.35, Montreal, Quebec, H3G 1M8,

Dean, John Molson School of Business

Concordia University is seeking to appoint a Dean of the **John Molson School of Business** to begin June 1, 2002.

Concordia's John Molson School of Business is one of the most respected and largest business schools in Canada and one of the few schools accredited by the AACSB. Concordia's Accountancy Programs are the only such programs in Canada with AACSB accreditation. The School places strong emphasis on research and scholarship and on pursuing an intellectual climate in which varied inquiry about theory and practice of organizational systems can flourish. Concordia is recognized for its tradition of offering accessible, flexible and relevant commerce and administration programs. The School strives for excellence and innovation in its undergraduate programs in administration and commerce, and in graduate Diplomas in Accountancy, Administration, and Sports Administration; a MBA, an Executive MBA and an Aviation MBA in partnership with IATA; and a MSc and a PhD in Administration. As an urban business school we welcome a bilingual and multicultural constituency and enjoy a high level of ethnic and cultural diversity among our student body (5000 students) and faculty (approximately 250 full-and part-time positions).

We seek a dynamic academic leader, whose entrepreneurial vision will guide the John Molson School of Business into a new educational era, build upon our global positioning, our tradition of responsiveness to our region's needs, and our commitment to academic excellence in innovative ways. The Dean will have a strong track record in effective strategic planning. He or she will advance the interests of the School through fostering partnerships and joint ventures with organizations in both the public and private sectors, as well as strengthen collaborations with other institutions of higher learning. Fluency in French is a requisite to fulfill this mandate, in addition to demonstrated academic and administrative experience in business-related disciplines. Qualified candidates currently in the university or business milieu will be considered.

According to University policy, this appointment is normally for a five-year period and is renewable once.

Applications and nominations, including a full curriculum vitae and a one-page summary of relevant experience, must be received by **October 15, 2001** and should be addressed to:

The Selection Committee, John Molson School of Business
c/o Ann M. Bennett
Concordia University
Rector's Cabinet,
Loyola Campus, AD-224
7141 Sherbrooke St. W.
Montreal, Quebec H4B 1R6
or via Fax: (514) 848-4508

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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Real education for the real world

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University of Waterloo

Canada Research Chair in Infrastructure Management

The Department of Civil Engineering at the University of Waterloo invites applications for a senior, Tier 1 Canada Research Chair (CRC) position in the area of infrastructure management. The appointment will be at the rank of Full Professor with tenure.

The overriding qualifications for CRCs are a demonstrated record of excellence. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field. The department's focus areas in infrastructure include building science, construction, pavements, trenchless and tunneling technology and materials and rehabilitation. Pavement research has recently been awarded a substantial infrastructure grant from The Canada Foundation for Innovation and The Ontario Innovation Trust, and accordingly the successful applicant would be expected to play a key role in this activity. As well, strength in one or more additional focus areas would be desirable. The successful applicant is expected to have a distinguished record of scholarship, excellent communication skills, the ability to teach various undergraduate and graduate courses in civil engineering, and the capability of building strong external linkages with industry and public sector agencies. This appointment is subject to the availability of funds.

The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives and the names, addresses, E-mail addresses, telephone and Fax number of at least three references. Mail to **Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1.** Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF BRITISH COLUMBIA

HEAD OF FRENCH, HISPANIC & ITALIAN STUDIES

The Faculty of Arts at UBC invites applications for the position of Head of the Department of French, Hispanic and Italian Studies. The appointment, subject to budgetary approval, will commence on July 1, 2002.

The Department of French, Hispanic and Italian Studies offers B.A., M.A. and PhD programs in French and Hispanic studies, as well as undergraduate courses in Italian language and culture and Portuguese. The Department has 26 full-time faculty and six twelve-month lecturers. We are seeking a full professor who will lead the Department for a five-year term, renewable for a second five-year term pending a satisfactory review. Salary will be commensurate with qualifications and experience. The successful applicant will have an outstanding record of scholarly activities in any of the Department's fields of expertise, a record of successful teaching and demonstrated administrative and leadership skills. The ideal candidate will help the Department to take full advantage of new opportunities provided by changing research and teaching environments and by rapidly developing interdisciplinary connections across departments and faculties. Knowledge of at least two of the languages taught in the Department would be an asset.

Applications and curriculum vitae should be sent to:

Dr. J. Evan Kreider, Associate Dean of Arts
Chair of Search Committee
Office of the Dean of Arts
The University of British Columbia
Vancouver, B.C., Canada V6T 1Z1

The deadline for receiving materials is **5 November 2001**. Questions about the appointment may also be directed to Dr. Kreider via e-mail kreider@arts.ubc.ca or telephone, 604-822-6703.

In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Vice President (Academic) and Provost

UNIVERSITY OF MANITOBA

One of Canada's outstanding universities, The University of Manitoba, is seeking applications and nominations for the position of Vice-President (Academic) and Provost.

The University of Manitoba is western Canada's oldest university, established in 1877. It is respected for its excellence in teaching and in research, and for its community service, all of which are making a difference in Manitoba. More University of Manitoba students have earned Rhodes Scholarships in the past 30 years than have students from any other university in western Canada, placing The University of Manitoba third in all of Canada. The faculty's care and attention to teaching has placed the University in the top 5% of *Maclean's* magazine's "value added" category over the past four years. Research at The University of Manitoba has led to contributions of inestimable value, including the elimination of Rh disease of the newborn; the development of canola- now a multi-billion-dollar crop; and the development of miniaturized reflector antennas for use in wireless communication. The University of Manitoba is the network leader of one of Canada's networks of excellence and is a participant in 12 others. Some $90 million in research and special funds are awarded to University of Manitoba researchers annually.

The University offers more than 66 degrees, diplomas and certificates, through its 19 Faculties and Schools. Most academic departments offer graduate programs leading to master's or doctoral degrees. The University of Manitoba community includes 1,888 academic staff and 1,991 support staff; eight bargaining units; 19,000 undergraduate students (14,404 full-time, 4,596 part-time); and 2,593 graduate students (1,822 full-time, 771 part-time). The main campus at Fort Garry is a 274 hectare site in South Winnipeg on the Red River. The Bannatyne Campus, a complex of ten buildings in Central Winnipeg, houses the University's health sciences programs. The University's operating budget for 2001-2002 is $323 million.

The Vice-President (Academic) and Provost, as the chief academic officer, is responsible for the planning, development, administration and integrity of the academic affairs of the University. The successful candidate for this key leadership role will be a respected scholar and administrator, with the dynamism and decisiveness to speorhead the University's academic vision. Candidates should posses a strong record of scholarly and administrative leadership, the ability to communicate effectively, the commitment to consult widely - both internally and externally -- and a comprehensive understanding of contemporary university issues.

The appointment will commence an January 1, 2002 or as soon thereafter as possible. Nominations or applications for this position, accompanied in the latter case by a curriculum vitae, covering letter, and the names of three referees, should be sent in confidence to the address shawn below. The Search Committee will begin consideration of expressions of interest in early October 2001.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instonce ta Canadian citizens and permanent residents of Canada.

Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or to resumes@landmarkconsulting.org.

LANDMARK CONSULTING GROUP INC.

Executive Search Consultants

Canada; Tel.: (514) 848-2925, Fax: (514) 848-4292; e-mail: arghey@vax2.concordia.ca. The Department thanks all applicants for their interest, however only short-listed candidates will be contacted. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach introductory management, management policy and strategy, consulting and small business and new venture creation and planning. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree and provide evidence of excellence in teaching. This position is initially for one year, with the possibility of renewal, beginning on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Richard Powers, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (powers@utsc.utoronto.ca). The deadline for applications is November 1, 2001. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

MANAGEMENT ACCOUNTING & CONTROL

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education. The School's major activities include: a highly regarded MBA program and undergraduate program, a well established doctoral program active in most major areas of management; as well as an expanding portfolio of programs for executives, including an expanding Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching, and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. The School is undertaking substantial program of teaching and research activities in Asia. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. A campus is also located in Asia at the Hong Kong Convention and Exhibition Center designed to meet the exacting standards of the School's Executive MBA Program. The School is part of a larger University community with approximately 26,000 full-time students. The School seeks candidates for one tenure track or limited term position at the level of Assistant or Associate Professor in the area of Management Accounting and Control. The position is available to begin in September 2002. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Ability to teach introductory financial and/or management accounting course and courses in advanced financial reporting, advanced management accounting, or international accounting in the degree-granting programs and the potential, or demonstrated ability to teach in executive development and international business programs are essential. Other areas of interest/concentration of faculty in the Management Accounting and Control Area, in addition to the areas mentioned above, include strategic control, tax, and costing. Because the School also is embarking on a substantial program of teaching and research activities in Asia, a capability in Mandarin or Cantonese would be an asset (but is not required). Applications for a tenured Associate Professor or Full Professor will be considered if the candidate's qualifications and record of achievement indicate an interest and ability to quickly begin playing a leadership role in the geographic areas mentioned above or in executive development programs. This position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their curriculum vitae to Professor Claude Lanfranconi, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by November 30, 2001. Phone: 519-661-3225, Fax: 519-661-3700; E-mail: clanfran@ivey.uwo.ca, www.ivey.uwo.ca.

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in the Management of Technology, rank open. Duties include undergraduate teaching at the University of Toronto at Scarborough, graduate teaching the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca). The deadline for applications is December 1, 2001. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing on or before September 1, 2002. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax. 519-746-7252)

MARKETING

SAINT MARY'S UNIVERSITY — The Department of Marketing invites applications for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a PhD or ABD nearing completion. The Department welcomes applications from any area of marketing although preference may be given to those applicants with experience and interest in teaching International Marketing. The Frank H. Sobey Faculty of Commerce has the largest undergraduate and MBA programs in Atlantic Canada, as well as an Executive MBA program and a variety of certificate and executive-training programs. In addition, the Faculty has recently begun a PhD program in Management. The University also operates a Business Development Center and has a sizable International Activities Office. Applicants should arrange for their application and three letters of reference to be sent to: Dr. Harold J. Ogden, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 or faxed to (902) 420-5112. Saint Mary's University is committed to the principals of employment equity.

MATHEMATICS

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytic Studies and Information Technology (SASIT), Mathematics Program. Applications are invited for a contractual limited position at the assistant professor level in mathematics or statistics starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in mathematics or statistics courses. Duties for this position include teaching a broad range of courses in the Mathematics Program, research, and committee service. Salary will be commensurate with qualifications and experience. Applications should include: a letter of application indicating citizenship/resident status; a curriculum vitae and recent research papers; a statement of teaching and research interests, and any other supporting teaching and research documentation. Applicants should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Augustine Wong, Director of Mathematics Program, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The deadline for applications is January 31, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians; recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residence will be considered first for this position.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization invites applications for one or more tenure-track faculty positions, in any area of combinatorics and optimization, but especially in cryptography or quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for positions at other ranks will be considered. A PhD and significant evidence of ability in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Successful candidates in cryptography or quantum computing will participate in the Centre for Applied Cryptographic Research or a proposed Institute for Quantum Computation at the University of Waterloo. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2002. These appointments are subject to the availability of funds. Canadians and permanent residents will be considered first for these positions. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: combopt@math.uwaterloo.ca Phone: (519) 888-4567 x3482 Fax: (519) 725-5441 Web: http://www.math.uwaterloo.ca/CandO_Dept/homepage.html. Closing date for receipt of applications is December 15, 2001

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLDO — The Department of Pure Mathematics invites applications for an anticipated tenure-track position starting July 1, 2002. The Department is particularly interested in candidates with research interests in algebra, number theory, geometry or topology, though outstanding candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a PhD is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is December 1, 2001. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://www.math.uwaterloo.ca/PM_Dept/homepage.html.

MATHEMATICS & ENGINEERING

QUEEN'S UNIVERSITY AT KINGSTON — The Department of Mathematics and Statistics will be making at least one renewable (tenure-track) appointment in Mathematics and Engineering at the Assistant Professor level to begin July 2002. Members of the Mathematics and Engineering group are currently active in the areas of communications and information theory, control, and dynamics and mechanics. The Department also has an interest in expanding into other areas including partial or applied differential equations, large scale scientific computation and statistical data analysis. Candidates must have a PhD in applied mathematics, electrical, mechanical or chemical engineering, computer science, statistics or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required. Normally, this requires an undergraduate engineering degree. Candidates are expected to have a strong research record, develop an independent research programme, and offer evidence of a strong ability and interest in teaching a range of applied mathematics/statistics courses and in supervising graduate students. Salary will be commensurate with qualifications and experience. Interested candidates should arrange that a curriculum vitae, descriptions of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications be sent to the address below, preferably before December 31, 2001. Applications will be considered until the position is filled. At least one letter should comment on the candidate's teaching. Dr. James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6, Canada, e-mail: position@mast.queensu.ca, fax (613) 533-2964, http://www.mast.queensu.ca. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF OTTAWA — The Department of Mathematics and Statistics invites applications for two tenure-track positions starting July 1, 2002. One position will be for a recent PhD at the Assistant Professor level. For the second position, the rank and salary will be commensurate with qualifications and experience. Applications in all areas of mathematics and statistics will be considered. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Erhard Neher, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5. Applicants are also encouraged to include up to three copies of their most significant publications. The evaluation of files will start October 15, 2001, but applications will be accepted until the positions have been filled. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions. Information about the department can be found at http://www.science.uottawa.ca/mathstat.

THE UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics invites applications for a full-time tenure track position to start July 1, 2002 or thereafter, at the rank of Assistant Professor in Statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels. All areas in statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied statistics, which currently emphasizes generalized linear and nonlinear models, bioassay, survival analysis, orientation statistics and genetic statistics. Salary will be commensurate with qualifications and experience. Candidates should submit, by 1 December, 2001, a curriculum vita to O.B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1. Fax (519) 837-0221. E-mail: ballen@msnet.mathstat.uoguelph.ca. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics invites applications for a full-time tenure track position to start July 1, 2002 or thereafter, at the rank of Assistant Professor in Mathematics. Minimum qualifications are a PhD in mathematics and evidence of strong research and teaching potential at all levels. All areas of mathematics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied mathematics, which currently emphasizes Dynamical Systems, Mathematical Biology, Numerical Analysis and Operations Research. Salary will be commensurate with qualifications and experience. Candidates should submit, by 1 December, 2001, a curriculum vita to O.B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1. Fax (519) 837-0221. E-mail: ballen@msnet.mathstat.uoguelph.ca. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Mathematics and Statistics commencing January 1, 2002 and July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Alan Gold, Interim Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 3034, Fax. 519 971 3649 Email: gold1@uwindsor.ca.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Mathematics and Statistics (http://www.math.unb.ca/) invites applications for a tenure-stream position at the Assistant Professor level, effective July 1, 2002. Candidates are expected to have a PhD in any area of pure or applied mathematics, or a related discipline. Applicants should have a proven record of research and successful experience in teaching. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. The University offers competitive salaries and benefits. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed by e-mail, Fax or post to: Dr. Ian Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, e-mail: dept@math.unb.ca; fax: 506-453-4705. The deadline for receipt of applications is November 15, 2001.

MATHÉMATIQUES ET STATISTIQUE

L'UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique met en concours deux postes de professeur menant à la permanence. Entrée en fonction le 1er juillet 2002. Un des postes, de niveau professeur assistant, s'adresse à des candidats ayant obtenu récemment leur doctorat. En ce qui concerne le second, le niveau ainsi que le salaire dépendront des qualifications et de l'expérience. Toute demande, dans quelque domaine que ce soit en mathématiques ou en statistiques, sera prise en considération. Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Erhard Neher, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5. Les dossiers commenceront à être évalués à compter du 15 octobre 2001; on continuera toutefois d'accepter des demandes jusqu'à ce que les postes soient comblés. Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielles dont une sur l'enseignement ainsi qu'au plus trois tirés à part des contributions récentes les plus importantes du candidat(e). Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignement voir http://www.science.uottawa.ca/mathstat.

MEDICAL GENETICS

THE UNIVERSITY OF ALBERTA — The Department of Medical Genetics is seeking to fill the following positions: 1. Assistant or Associate Professor (in accordance with qualifications/experience of candidates): We invite outstanding scientists or clinical scientists investigating genetic aspects of molecular biology of inherited disease in humans or relevant animal models; to apply for three tenure track positions. Studies of chromosomal structure, complex traits, membrane transport, and developmental pathways, are among the areas of interest. Applicants must have a PhD or PhD/MD, with postdoctoral training, and be able to establish a strong independent research program and assist in genetics teaching. 2. Cytogeneticist (appointment will be based on qualifications/experience of the candidate). In affiliation with the Stollery Children's Health Centre, a full-time clinical cytogeneticist is needed to assist in the provision of high quality diagnostic services. Applicants must have a PhD with CCMG or equivalent certification in cytogenetics or eligibility for examination. The Cytogenetics Laboratory provides general and oncology cytogenetic services to northern Alberta and the western Arctic. While the major activity involves service delivery, this is an academic appointment, with designated time for research and teaching. 3. Postdoctoral Fellowships — Fellowships are available in the following areas: mitochondrial disorders, imprinting disorders, disorders of metal transport, mechanisms of carcinogenesis, ocular genetics, neurodevelopmental defects, population genetics. This department in the Faculty of Medicine and Dentistry occupies new facilities, integrating basic research, clinical service and diagnostic laboratories. Department Information is available on: http://www.medgen.med.ualberta.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The closing date for applications is October 31, 2001. Candidates should submit a resume, research plan, and names of three references to: Diane W. Cox, Professor and Chair, University of Alberta, Department of Medical Genetics, 839 Medical Sciences Building, Edmonton, Alberta, Canada, T6G 2H7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDICINE

THE UNIVERSITY OF MANITOBA — The Department of Human Anatomy and Cell Science, Faculty of Medicine invites applications for a full time tenure track position at the Assistant Professor level. Available January 1, 2002, the position is open to PhD applicants with two or more years postdoctoral experience and a strong record of high quality research. Current department members are engaged in research in cardiovascular sciences, muscle regeneration, neurosciences, neuroendocrinology, MRI and NMR spectroscopy. The department has multiuser facilities for scanning and transmission electron microscopy, scintillation counting and tissue culture. Start up funds and independent research space are available. Teaching duties will include gross anatomy and neurosciences to undergraduate and graduate students. The University of Manitoba encourages applications from qualified men and women including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval. Applications including curriculum vitae and contact information for three referees should be sent by November 1, 2001 to: Dr. J.A. Thliveris, Professor and Head, Department of Human Anatomy and Cell Science, University of Manitoba, Winnipeg, Manitoba, R3E 0W3.

THE UNIVERSITY OF ALBERTA — The Department of Medicine invites applications for the position of Director, Division of General Internal Medicine at the University of Alberta. The Division consists of both full time academic staff and clinical faculty at the major teaching hospitals in Edmonton. The Division has the full range of therapeutic services, excellent clinical facilities, a Royal College approved resident training program and established research programs in clinical trials, informatics, epidemiology and outcomes research. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, more than 400 distinct research laboratories including a 800MHz NMR. The Department of Medicine is committed to research and receives over $17M annually in external research funding. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. Edmonton, with a metro population

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University of Waterloo

Canada Research Chair in Kinesiology

The Department of Kinesiology at the University of Waterloo invites applications for the prestigious appointment of a Tier II Canada Research Chair (CRC). Applications will be considered from applicants in the areas of biomechanics, psychomotor behavior and exercise physiology. The CRC program has been established by the federal government to foster research excellence by attracting the best researchers from both within and outside Canada. Details on the CRC program are available at http://www.chairs.gc.ca/english/about/factsheet/index.html. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to optimize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the health section of the plan at http://www.research.uwaterloo.ca.

Applicants for the Tier II CRC position will be expected to have an outstanding research record and a commitment to establishing an internationally recognized research program. Applicants should send a covering letter, names of three references, and curriculum vitae to: **Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1** or by fax: 519-746-6776, or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

UNBC

College of Science & Management

Assistant, Associate or Full Professor (3 Tenured/Tenure Track Positions), Business Program

The College of Science and Management of the University of Northern British Columbia invites applications for three tenured/tenure track positions, one in each of the areas of Accounting, Finance and Management Science.

The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. As the largest academic program at the university, the Business Administration Program offers majors in Accounting, Finance, International Business, Marketing, and General Business to more than 500 students enrolled in the Bachelor of Commerce degree. Government approval has been received and planning is underway to offer a Masters of Management degree in the near future.

Successful candidates will possess a Ph.D. in their respective business discipline, or near completion, show evidence of strong research productivity or potential, and have demonstrated the capability for effective undergraduate and graduate teaching.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers). Appointments are expected to commence September 1, 2001 or January 2, 2002. Review of applications will commence August 15, 2001, however applications will be accepted until the positions are filled.

Assistant or Associate Professor (Tenure Track), Geography Program

The Geography Program at the University of Northern British Columbia invites applications for a tenure track position in Economic Geography expected at the Assistant Professor level. A range of economic geography interests will be considered including natural resource industries, industrial restructuring, community economic development, and globalization. Candidates will contribute to the general introductory undergraduate teaching needs in human geography. In addition, they will have an opportunity to develop both undergraduate and graduate courses within their areas of specialization and be expected to develop a significant research profile. Economic and gender issues are inextricably linked in northern communities, and a stated objective in our recent Program Review was to add a specialization on gender issues.

Officially opened in 1994, UNBC is a small, research intensive, university with a strong mandate to serve the regional community of northern British Columbia. This region provides an outstanding natural laboratory for both physical and human geography research work. In particular, the many dimensions of restructuring in resource-based industries and communities provide a tremendous opportunity for economic geography research. All Geography faculty have major research interests in this northern region and several maintain research projects abroad. The facilities available at our newly built campus include a state-of-the-art GIS laboratory.

In addition to a strong research orientation, both the University and Geography Program also put considerable emphasis on teaching excellence. Available within the Geography Program are BA and BSc majors, a suite of undergraduate minors, an MA and MSc, and a Ph.D degree. The graduate studies degrees are offered in conjunction with other programs in the Faculty of Natural Resources and Environmental Studies.

The Geography Program underwent an external review this past year, which was very positive. Out of that process came the addition of several new faculty positions. Please visit the Geography website at http://www.unbc.ca/geography/ for more information about the Program and UNBC.

Preference will be given to candidates holding a Ph.D. Applicants should send a curriculum vitae including employment history, a statement of research and teaching interests, the names and addresses of three references (including telephone and fax numbers), and samples of up to three refereed publications. Review of applications will begin September 15, 2001, however applications will be accepted until the position is filled.

Please send all requested information indicating the position you are applying for to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. W.B. McGill, Dean, College of Science & Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca.**

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletics and teams, its average of 12 3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent and have demonstrated clinical leadership, scholarly accomplishment in research and teaching and evidence of competence in administration This position offers a unique and exciting opportunity for a person of vision to guide an established and nationally resognized General Internal Medicine Division and build upon its strong academic and clinical foundations. Remuneration and academic rank for this senior position will be commensurate with qualifications and experience Deadline for the applications is October 31, 2001 or until the position is filled. Please send a curriculum vitae and the names and addresses of three referees to Dr Thomas J Maine, Chair, Department of Medicine, 2F1.30 Walter C. Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7 The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDIEVAL STUDIES

THE UNIVERSITY OF TORONTO — Centre for Medieval Studies. Applications are invited for a tenure-track position in Medieval Latin at the rank of Assistant or Associate Professor at the Centre for Medieval Studies, University of Toronto, beginning 1 July 2002 The appointee will be expected to demonstrate a clear commitment to language pedagogy, and will work closely within the Centre's Medieval Latin program, teaching and examining graduate students at the Centre at all levels. Candidates must be trained in both Classical and Medieval Latin, and should have specialist graduate training in Medieval Latin as a primary discipline, Medieval Latin must be a clear focus of their research interests Training in palaeography and codicology is also very desirable, as are teaching and research interests in other areas of medieval studies Salary will be commensurate with qualifications and experience. Dossiers, including three letters of reference, should be sent by 31 October 2001 to Prof David Klausner, Director, Centre for Medieval Studies, University of Toronto, 39 Queen's Park Crescent East, Toronto, Ontario M5S 2C3, Canada Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas Further information on the Centre can be found at http://www.chass.utoronto.ca/medieval/.

MICROBIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Microbiology And Immunology. A position is available for a research associate in post-doctoral fellow to work on the molecular biology and biochemistry of microbial glycoside hydrolases and their "glycosynthase" mutants Applicants should have experience in microbiology, cloning and related methodologies, protein production and purification, and enzymology Salary and position will be commensurate with previous experience In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Applicants should identify citizenship and/or immigration status UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply Address enquiries to Dr R.A.J. Warren, Department of Microbiology and Immunology, University of British Columbia, 300-6174 University Blvd. Vancouver, BC, Canada V6T 1Z3, Fax: 604-822-6041, e-mail: rajw@interchange.ubc.ca

THE UNIVERSITY OF SASKATCHEWAN — The Department of Microbiology and Immunology — College of Medicine. Applications are invited for two positions at the level of Assistant Professor One position is for a tenure-track Assistant Professorship, with the potential for permanent status, for a certified Clinical Microbiologist For each position, higher rank will also be considered for outstanding candidates who have established extramurally funded research programs The department is seeking individuals who could contribute to research and teaching in one or more of the areas of basic microbiological science (genomics, microbial physiology, immunology, virology, animal or bacterial, microbial genetics, microbial pathogenesis, drug discovery), or in clinical microbiology The positions are open to individuals with PhD, M.D., or M.D./PhD degrees Qualified candidates will have a proven record of scholarly, laboratory-based achievements and the scientific background to conduct independent, extramurally-funded research. Participation will be expected in teaching responsibilities of the department for students in colleges of Health Sciences (medical, nursing, pharmacy) and Arts and Science The successful candidates will engage in scholarly work related to their research interests Access to startup funds is available The faculty of the department includes basic science microbiologists, immunologists, and clinical microbiologists. Qualification for Clinical Microbiology service include appropriate training to allow staff appointment within the Royal University Hospital (serving a testing radius of 350,000 people), and Board certification as a Clinical Microbiologist in Canada or US (or eligibility to be certified within four years). The service responsibilities are within the Division of Clinical Microbiology (sections: bacteriology, virology, mycobacteriology and infection control) in the Department of Laboratory Medicine, Saskatoon District Health and represent a maximum of quarter time. Applications accompanied by a curriculum vitae, statement of research, future plans, and names of three references, should be submitted to Dr. Sidney Hayes, Head, Department of Microbiology and Immunology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5, Canada. See: www.usask.ca/medicine/microbio/. Candidates must declare the position of interest, and applications will be reviewed monthly as received The positions will be held open until filled These positions have been cleared for advertising at the two-tier level Applications are invited from qualified individuals regardless of their immigration status in Canada The University of Saskatchewan is committed to Employment Equity Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

MUSIC

THE UNIVERSITY OF TORONTO — The Faculty of Music seeks a senior scholar with a distinguished research and publication record in the area of Canadian music to fill the Jean Chalmers Chair in Canadian Music. Depending upon qualifications, the appointment will be at the rank of full or associate professor with tenure. The primary responsibility of the Chalmers Chair is to foster research in Canadian music under the aegis of the Institute for Canadian Music. Applicants with strong secondary areas, particularly in twentieth-century music, are especially welcome The position also entails teaching graduate and undergraduate courses, graduate advising, and assisting in administrative committee work. Please send a letter of application and a current c.v. to David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park Crescent, Toronto, Ontario Canada M5S 2C5. Applicants should also ask three referees to write letters directly to Dean Beach. Review of applications will begin October 15, 2001 and will continue until the position is filled Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the School of Music commencing July 1, 2002. Subject to budgetary approval For detailed position descriptions visit our website at: www.uwindsor.ca/faculty/positions. Contact: Professor David Palmer, Director, School of Music, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519. 253 3000, Ext. 2780, Fax. 519.971.3614, Email: dpalmer@uwindsor.ca

NEPHROLOGY

DALHOUSIE UNIVERSITY — The Division of Nephrology, Queen Elizabeth II Health Sciences Centre in Halifax seeks applications for a full time Academic Nephrologist. Clinically, the successful applicant will be expected to participate in the dialysis program, general consultative nephrology and in the acute and chronic management of renal transplants. Educationally, the applicant will be involved in the General Internal Medicine and Nephrology Residency Program as well as in the Undergraduate medical curriculum at Dalhousie University. In addition, the successful applicant will demonstrate an interest in research or medical education. In either case, additional training beyond Nephrology Certification would be an asset. Remuneration would be determined based on the qualifications and experience of the applicant An academic appointment at the appropriate level will be granted in the Department of Medicine at Dalhousie University. This position will be available on or before July 1, 2002 and applications deadline will be 30 days after the appearance of this advertisement. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and permanent residents Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified aboriginal people, persons with disabilities, racially visible persons and women. Please send Curriculum Vitae and names of three referees to Dr. David J Hirsch, Head, Division of Nephrology, Dalhousie University, QEII Health Sciences Centre, Suite 5079, Dickson Building, 5820 University Avenue, Halifax, Nova Scotia B3H 3V8

NEUROLOGY

McGILL UNIVERSITY — Applications are invited by the Montreal Neurological Institute and the Department of Neurology/Neurosurgery at McGill University for a neurologist (MD or MD/PhD) with expertise in epileptology The successful candidate will be expected to spend the majority of his/her time in research and obtain peer-reviewed funding for an independent research program related to epilepsy. The individual selected will start at the Assistant Professor level The research program should be in the field of neuroimaging At the Montreal Neurological Institute and in the Department of Neurology/Neurosurgery at the McGill University, a multi-disciplinary epilepsy group has the support of a strong research program in imaging including magnetic resonance spectroscopy, fMRI and PET, as well as in molecular neurobiology, neurosurgery, clinical neurogenetics, neuropsychology, and neurophysiology In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada McGill is committed to equity in employment. Prospective candidates should send their CV to. Dr. F. Dubeau, Chair, Epilepsy Search Committee, Montreal Neurological Institute and Hospital, 3801 University Street, Montreal, Quebec, Canada H3A 2B4 Deadline for applications is September 30, 2001

NURSING

THE UNIVERSITY OF NEW BRUNSWICK AT SAINT JOHN. Applications are invited for two (2) faculty positions in the Department of Nursing — a probationary tenure-stream appointment at the Assistant Professor level (or at a higher rank for a suitably qualified individual) and a probationary instructor-stream appointment Both positions involve classroom and clinical practice teaching responsibilities in the undergraduate program An employment date of no later than July 1, 2002 is anticipated The positions are subject to final budgetary approval. Applicants must have recent clinical practice experience and should have university teaching experience. The minimum educational requirement for both positions is a Master's degree in Nursing; a doctoral degree in Nursing or a related Discipline (learned or near completion) is preferred for the tenure-stream appointment. A demonstrated commitment to team and interdisciplinary collaboration, a primary health care philosophy, and innovative educational approaches are assets for these positions Candidates must be eligible for registration with the Nurses Association of New Brunswick and maintain registration when appointed. The Nursing Department is part of a fully-accredited provincial nursing program and offers baccalaureate nursing education through a basic four-year full-time stream and a post-RN degree completion stream The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing MN program. UNB SJ is located adjacent to a large teaching hospital. Review of applications will begin on October 15, 2001 Applicants should submit a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) to Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, University of New Brunswick, PO Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648 5650, e-mail: sci-eng@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Faculty of Nursing commencing July 1, 2002 Subject to budgetary approval For detailed position descriptions visit our website at: www.uwindsor.ca/faculty/positions. Contact: Dr. Sheila Dresen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253 3000, Ext. 2259, Fax. 519 973.7084; Email: dresen@uwindsor.ca

ORGANIZATIONAL BEHAVIOUR

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Organizational Behaviour, rank open. Duties include undergraduate teaching at the University of Toronto at Scarborough, graduate teaching at St. George campus, and research Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2002 Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca). The deadline for applications is November 15, 2001 The University is strongly committed to diversity

SIMON FRASER UNIVERSITY

FACULTY POSITIONS IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: • MANAGEMENT INFORMATION SYSTEMS • FINANCE • MANAGERIAL ACCOUNTING/FINANCIAL ACCOUNTING • MARKETING (new economy, e-commerce, new product marketing, strategy) • INTERNATIONAL BUSINESS (or IB and one other area) • MANAGEMENT OF TECHNOLOGY (project management, applied finance, supply chain management)

Ph.D. in hand or near completion required.

RANK: Assistant or Associate Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels. START DATE: September 2002 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

Send curriculum vita and the names of three referees to:
Lindsay Meredith, Faculty of Business Administration
Simon Fraser University, 8888 University Drive
Burnaby, British Columbia V5A 1S6 CANADA

E-MAIL: meredith@sfu.ca FAX: 604-291-5833

The search will close on November 30, 2001 or when the positions have been filled.

www.sfu.ca www.bus.sfu.ca

Saint Mary's University

Halifax, Nova Scotia, Canada

Tenure Track Positions Computing & Information Systems

The Frank H. Sobey Faculty of Commerce invites applications for two tenure track positions at the Assistant or Associate professor level in the area of Computing and Information Systems. The candidate should hold a PhD, or be close to completion of a PhD degree in the areas of Management Information Systems, Computer Science, Electrical Engineering, or Industrial Engineering. Primary criteria will be excellence in research record, teaching capabilities, and service record. Candidates are expected to teach courses in the undergraduate Computing and Information Systems program and the graduate MBA IT stream, and to supervise research projects at the Masters levels. Salaries are competitive and commensurate with qualifications.

The Frank h. Sobey Faculty of Commerce is the largest business school in Atlantic Canada. It boasts over 64 vibrant faculty members and hosts the only PhD program in Management in Atlantic Canada. Strong research areas include leadership in the knowledge economy, human resources, electronic commerce, strategy, marketing, economics, finance, management science, accounting, and small business studies.

Applications should contain a detailed CV, a list of 3 references, summary of teaching evaluations, and copies of two research papers. Please forward all documents to: **Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3**, Fax 902-496-8101. Applications will be considered until the positions are filled.

Saint Mary's University is committed to the principles of employment equity.

Assistant Professor Biological Psychology

Athabasca University, Canada's Open University™, invites applications for an assistant professor position in Biological Psychology (five-year term appointment). The position is housed within a small community of innovative psychologists in the Centre for Psychology. In addition to its undergraduate degree programs and courses, the University anticipates the offering of a Master of Counselling program in January of 2002.

The ideal candidate should have a PhD in biological psychology with a strong background in instructional design and/or educational technology, have relevant teaching experience, and show promise of developing a program of research. Teaching responsibilities include courses in the biological bases of human behavior. Possible areas for development include addictions, neuropsychology, psychopharmacology, altered states of consciousness, sensation and perception. The selected candidate will develop print-based and Internet-based course materials for use by distance learners at the undergraduate level and, potentially, at the graduate level.

The preferred candidate will be an innovator in education who believes in open education and enjoys working with adult learners. Experience in distance education and computer-based instruction is an asset. The position is a five year term appointment with a strong possibility of becoming a continuous appointment (ie, tenure-track) starting January 1, 2002, or as soon as possible thereafter.

Further information about this position may be obtained from Dr. Geoff Peruniek, Chair, Centre for Psychology: phone, (780) 675-6235; or e-mail, geoff@athabascau.ca.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton and operates regional centres in Calgary and Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year. Academics live and work in Athabasca, or commute weekly to Athabasca.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by **October 31, 2001 to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB T9S 3A3; by e-mail to resume@athabascau.ca, or by fax to (780) 675-6135.**

Athabasca University
Canada's Open University™

Studies in Policy & Practice

University of Victoria

The Studies in Policy and Practice in the Health and Social Services (SPP) Program at the University of Victoria is seeking an experienced Assistant or Associate Professor with a PhD for a full-time, tenure-track position in a policy- or practice-related field of study, beginning 01 July 2002. The position is subject to funding. Salary offered will be commensurate with qualifications and experience. SPP is an innovative, interdisciplinary graduate program for policy-makers and practitioners focusing on critical interpretations of health and social service provision and policy-making as well as on the implementation of programs geared toward social justice. Topical areas of expertise should be health related and preference will be given to those with analytical skills based on some combination of feminism and critical social theory, poststructuralism, or postcolonial theory. The appointee would be expected to contribute to graduate teaching and supervision and occasional undergraduate teaching in a combination of fields, including for example, social organization, research methodology, and theory for the human services. The appointee would also be expected to maintain and further develop her/his own research program.

Additional information on SPP can be obtained through the World Wide Web at http://web.uvic.ca/spp/.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

Candidates should submit a current curriculum vitae, copies of writings, statements of teachings and research interests, as well as arrange to have letters from three referees forwarded, before **November 15, 2001** to: **Dr. Pamela Moss, Faculty of Human and Social Development, P.O. Box 1700 STN CSC, 3800 Finnerty Road (for courier), University of Victoria, Victoria, BC V8W 3P5.**

challenge minds change worlds

within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach organizational behaviour (micro, macro, management skills). Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree and provide evidence of excellence in teaching. The position is initially for one year, with possibility of renewal, beginning on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca). The deadline for applications is December 1, 2001. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

PATHOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Pathology is seeking a faculty member with training in oral pathology and with an active research program with potential for funding. In addition to involvement in research, the candidate will be expected to take part in undergraduate and graduate teaching in oral pathology and participate in the Oral Pathology Biopsy Service. The opportunity to establish an oral medicine clinic will be available. The Department of Pathology at the University of Western Ontario has a long track record of strength and excellence in many areas of diagnostic service, teaching and research. Plans for consolidation of pathology services are well under way and should strengthen an environment that will be conducive to career and personal development. The candidate must have a DDS or MD and advanced qualification in oral pathology or equivalent. This is a full-time position with salary and academic rank to be commensurate with experience and qualifications. The closing date for receipt of applications is December 31, 2001. Interested applicants should apply in writing, enclosing a curriculum vitae and names of three referees to: Dr. Bertha Garcia, Chair, Department of Pathology, Faculty of Medicine & Dentistry, The University of Western Ontario, Dental Sciences Building, London, Ontario N6A 5C1. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position.

PEDIATRICS

THE UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health is seeking an established clinical epidemiologist to fill a designated chair in clinical epidemiology and evidence-based child health. The successful applicant will have an excellent track record in clinical research in the area of Child Health and will also have a reputation for mentoring and collaborating with young physicians starting out in the area of clinical research. She/he will hold a MD or a PhD with training in epidemiology and biostatistics. She/he will be qualified to enter the university at the full professor level. The goal will be to establish a strong core of research in child health and to mentor a group of, currently about a dozen, faculty with some training in this area. She/he will establish a program, which will put Manitoba in a leadership position nationally in this field. The successful applicant will be expected to establish a strong personal research program, be successful in competing for national funds, and teach a course in clinical epidemiology in the Department of Community Health Sciences. A cross appointment will be offered in this department. The term will be 5 years and an internal and external review will be conducted at 3 5 and 4 years respectively. Depending on the results, the chair may be renewed repeatedly for successive 5 year terms. The position will be 80% research and the rest will be teaching. Arrangements can be made for a small amount of clinical practice if the successful applicant is a physician with a special area of interest. Physician candidates who wish to participate in any medical practice must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Salary will be commensurate with qualifications and experience. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interests and goals in both the short and long term to: M E K Moffatt, MD, FRCPC, Professor & Head, Department of Pediatrics & Child Health, Children's Hospital, CE208-840 Sherbrook Street, Winnipeg, Manitoba R3A 1S1, Phone: (204) 787-2441, Fax (204) 787-4807, Email: Mmoffatt@exchange.hsc.mb.ca. Closing Date: Applications will be accepted until position is filled however early application is advised. In addition, general information can be found at the Health Sciences Centre website at www.hsc.mb.ca or the University of Manitoba website at www.umanitoba.ca

PHARMACOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Pharmacology invites applications for the position of Research Associate to work on a project in the area of targeted delivery of antiproliferative antisense oligonucleotides for the treatment of cancer. Starting date is not later than January 2002. The successful applicant should have a PhD degree in Chemistry, Biochemistry, Molecular Biology, or other appropriate disciplines as well as possess several years of experience in gene therapy, targeted drug delivery systems, the use of cancer chemotherapeutics, protein purification, preparation and characterization of lipid protein or polymer-protein conjugates. Experience in the use of fluorescence techniques and HPLC and other advanced instrumentation is desired. In order to write scientific papers, the successful candidate should be fluent in verbal and written English. The appointment will be for 1 year with renewal for additional year(s) dependent on performance and funding. Compensation will be appropriate to the experience of the individual and includes a generous benefits package. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Deadline for applications: September 30, 2001. Enquires should be directed in writing to: Dr. Theresa M. Allen, Department of Pharmacology, University of Alberta, Edmonton, AB, Canada, T6G 2H7, Fax: 780-492-5710, Email: terry.allen@ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHILOSOPHY

THE UNIVERSITY OF GUELPH — Philosophy Department. Applications are invited for a tenure-track position at Assistant Professor rank, with appointment from July or August 2002. The area of specialization is one or more aspects of continental (European) philosophy since 1780. Areas of competence, the department offers a broad range of philosophy courses. The successful applicant will be expected to teach and do graduate supervision outside these areas of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by December 1, 2001. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

BROCK UNIVERSITY — The Department of Philosophy invites applications for a tenure-track or tenured position (Rank: Open) beginning July 1, 2002. The Department offers a comprehensive undergraduate program and a distinctive graduate (M.A.) Program emphasizing Post-Kantian Continental philosophy, Eastern (Indian and/or Chinese) philosophy, and comparative philosophy in the areas designated. The appointee is expected to teach both at the undergraduate and graduate level, and is required to have a significant research record in the first two areas of emphasis, preferably with demonstrated competence in comparative philosophy. Please submit a curriculum vitae and the names of three referees to: Dr. Raj Singh, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Consideration of applications will begin after November 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website. www.BrockU.ca

THE UNIVERSITY OF GUELPH — The Philosophy Department wishes to announce two tenure-track positions at the rank of Assistant Professor, to start August 1, 2002. One position is in the history of philosophy, with specialization in one or more periods or figures from Augustine to Kant, inclusive. It would be an asset for a medieval specialist to have competence in Aristotle. The second position is in either philosophy of law or philosophy of science. In both cases strength in philosophy of the environment would be an asset. Because of the broad range of courses offered by our department, faculty are expected to teach courses beyond as well as within their area of specialization, and to do graduate supervision. A PhD in philosophy is required and evidence of strong potential in teaching and research will be expected. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 4, 2002. These appointments are subject to final budgetary approval. Canadian citizens and permanent residents will be considered first for these positions. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ST. JEROME'S UNIVERSITY — The Department of Philosophy invites applications for a tenure-track position at the level of Assistant Professor commencing July 01, 2002. St. Jerome's University is a publicly-funded Roman Catholic liberal arts institution, fully federated with the University of Waterloo. Since our mission focuses primarily (but not exclusively) on undergraduates, we emphasize both teaching excellence in a student-centered atmosphere and a spirit of collegiality befitting a multi-disciplined environment. A successful candidate should be prepared to teach introductory courses in philosophy, moral philosophy, philosophy and contemporary culture, and be able to make interdisciplinary contributions. All faculty are expected to assume service duties as well. Applicants should have their PhD by the date of hire. Applications from women and men well-versed in and committed to the Roman Catholic intellectual traditions of Christian philosophy and culture are especially encouraged. Our minimum starting salary (May 1, 2001) for an Assistant Professor is $47,116. Please include in your submission: 1) a detailed cover letter explaining how you meet our desired criteria, 2(a curriculum vitae in which we invite you to elaborate on extra-curricular interests and activities, 3) a statement of teaching and research interests, 4) the names of three persons who have been invited to send confidential letters of reference. The closing date for applications is October 31, 2001. Please address applications to: Dr. Gerard T. Campbell, Chair, Department of Philosophy, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G3. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Jerome's University is an equal opportunity employer.

PHILOSOPHY OF EDUCATION

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational Studies invites applications for a full-time, renure track academic appointment in Philosophy of Education at the Assistant, Associate or Professor level. The appointment will become effective as filled, and will be subject to final budgetary approval. The Department of Educational Studies integrates programs in philosophy, sociology, anthropology, and history of education with those of adult education, higher education, and educational administration and leadership, with thematic concentrations in such areas as multiculturalism and antiracism, First Nations education, policy studies, feminist studies, and environmental education. The Department also contributes significantly to the teacher education program. The Faculty of Education offers programs leading to the PhD, Ed.D., M.A., and M.Ed. degrees, the Diploma of Education, and B.Ed. with teacher certificate. The Faculty's B.Kel and NITEP programs offer extensive graduate and pre-service First Nations education programs. We seek applicants with research and teaching interests in the philosophy of education whose work will complement existing expertise and perspectives in the Department. We are particularly interested in candidates with a well established or developing research program in philosophy of education and a special competence in ethics. All applicants should have an earned doctoral degree and should provide evidence of research competence, a well-defined research program, and successful teaching experience. The successful candidate will demonstrate strong leadership capabilities for developing a professional ethos concentration in teacher education, and will be expected to make a major contribution to the teaching of professional ethics in both our pre-service and graduate teacher

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RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

CHAIR, SCHOOL OF INTERIOR DESIGN

Applications and nominations are invited for the position of Chair of the School of Interior Design. This appointment will normally be for a term of five years, commencing July 1, 2002, and incorporates a tenure-track faculty position.

Located in the heart of Toronto's design community, Ryerson's School of Interior Design is a four-year, FIDER-accredited program that is recognized as one of the leading North American degree programs of its kind. A full- and part-time complement of 21 faculty guide 270 students through an educational experience that provides them with the skills to excel in the profession of interior design. Further information is available at www.ryerson.ca/interior

The School is seeking an experienced interior design professional and/or educator with an excellent record of team-building and dynamic leadership. The successful candidate is expected to have an interior design or equivalent degree and to have, or obtain, NCIDQ certification. A relevant graduate degree is strongly preferred; but the committee may consider equivalent professional qualifications as evidenced by peer recognition. He/she will bring to this position an international perspective on the interior-design field; highly developed communication, strategic-planning and organizational skills; an energetic, entrepreneurial approach to academic administration; a commitment to collegial governance; and a demonstrated capacity for teaching and research.

The Chair will apply his/her management skills to enhance the School's capacity to meet the challenges of rapidly changing technological and academic requirements in a constrained financial environment. She/he will be expected to support a collegially-determined progressive vision for the School; to undertake external advocacy and fundraising initiatives; to mentor new faculty and support faculty research and creative activities; to facilitate curriculum development and interdisciplinary design education; to support student advancement and experiential learning opportunities; to ensure effective internal communication; and to position the School for participation in future graduate programming. We seek an individual who will appreciate and respond to the needs of a diverse and close-knit community of students and faculty. The Chair is responsible to the Dean of the Faculty of Communication & Design for the academic, fiscal and administrative operation of the School.

Nominations and applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be submitted by October 31, 2001, to ensure consideration, but applications will be accepted until the position is filled. Correspond to: Dr. Ira Levine, Dean, Faculty of Communication & Design, Ryerson University, 350 Victoria Street, Toronto, ON M5B 2K3. Fax: 416-979-5226

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON UNIVERSITY

Schulich School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Organizational Behaviour/Theory

The Schulich School of Business at York University in Toronto, Canada, invites applications for an assistant professor level, tenure-stream opening commencing July 1, 2002.

Preferred candidates will:
- have a strong commitment to scholarly research and publication
- possess a completed doctorate
- provide evidence of effective teaching
- be qualified to teach in PhD, Masters and Undergraduate programs

The deadline for receiving applications is October 1, 2001

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

Please send curriculum vitae to:

Christine Oliver
Organizational Behaviour Area Coordinator
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
M3J 1P3, Canada
www.schulich.yorku.ca

University of Waterloo

Canada Research Chair in Scientific Computation

The Department of Applied Mathematics at the University of Waterloo invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca.

The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html.

The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to **Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1.** Review of applications will begin on December 1, 2001, and will continue until the position is filled.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

education programs. Successful experience teaching in a teacher education program will be an asset, and practical or field experience, particularly in K–12 education, is desirable. Ability to contribute to the interdisciplinary strengths of the department especially in the areas of educational leadership, policy studies and social justice concerns will be an asset. A special asset would be the ability to contribute to one or more of the research institutes in the Faculty of Graduate Studies. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is October 31, 2001 or until the position is filled. Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests, copies of published papers and evidence of successful teaching and course development (if available) should be sent to: Carolyn M. Shields, Professor and Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall — UBC Campus, Vancouver, B.C., Canada V6T 1Z4. Telephone (604) 822-8994. Fax (604) 822-4244. e-mail carolyn.shields@ubc.ca

PHYSICAL EDUCATION & RECREATION

THE UNIVERSITY OF ALBERTA — The Faculty of Physical Education and Recreation invites applications for a tenure-track position in the area of Recreation & Leisure Studies at the rank of assistant professor. The start date is negotiable. The successful candidate will possess a completed doctorate, have evidence of effective teaching and be committed to scholarly research and publication. The Faculty is interested in attracting an individual who has teaching and research interests related to the broad area of Recreation & Leisure Studies. As such, individuals focussed in such areas as social-psychological dimensions of leisure behaviour, society, culture and leisure, recreation management, or tourism are encouraged to apply. An ability to contribute to the core of all degree programs in the Faculty in the socio-cultural area would be considered an asset. The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students. It offers several degree programs: BA (Recreation and Leisure Studies), BPE, BSc Kinesiology, MSc, MA and PhD as well as a combined BPE/BED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers Canada's only MBA in Sport & Leisure Management. In addition to its academic programs, the Faculty has a full intercollegiate program of 12 sports and an extremely large and active Campus Recreation Program. The Faculty has full operational responsibilities for University sport and recreation facilities. Further information about the U of A and the Faculty may be obtained from http://www.ualberta.ca and http://www.per.ualberta.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses) prior to November 1, 2001, to: Dr. Michael J. Mahon, Dean, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, AB T6G 2H9, Canada. E-mail: mike.mahon@ualberta.ca. Telephone: (780) 492-3364. Fax: (780) 492-1008. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Faculty of Physical Education and Recreation invites applications for a tenure-track position in the area of Sport & Leisure Management at the rank of associate or full professor. The start date is negotiable. The successful candidate will possess a completed doctorate, have evidence of effective teaching and be committed to scholarly research and publication on managerial, marketing, financial and/or economic aspects of sport and leisure. The Faculty is firmly committed to being recognized as a world leader in this area, with the pursuit of this objective being one of its key strategic initiatives. Moreover, the Faculty was recently awarded a Canada Research Chair in this area, which is to be filled by Professor Trevor Slack. The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students. It offers several degree programs: BPE, BA (Recreation and Leisure Studies), BSc Kinesiology, MSc, MA and PhD as well as a combined BPE/BED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers Canada's only MBA in Sport & Leisure Management. In addition to its academic programs, the Faculty has a full intercollegiate program of 12 sports and an extremely large and active Campus Recreation Program. The Faculty has full operational responsibilities for University sport and recreation facilities. Further information about the U of A and the Faculty may be obtained from http://www.ualberta.ca and http://www.per.ualberta.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses) prior to November 1, 2001, to: Dr. Michael J. Mahon, Dean, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, AB T6G 2H9, Canada. E-mail: mike.mahon@ualberta.ca. Telephone: (780) 492-3364. Fax: (780) 492-1008. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICAL SCIENCES

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position at the rank of assistant professor, commencing January 1, 2002, in the area of applied solid state physics and material characterization. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext 3526, Fax: 519 973 7098, Email: taylor@uwindsor.ca

PHYSICS

***QUEEN'S UNIVERSITY* — The Department of Physics** invites applications for two faculty positions under the Canada Research Chairs (CRC) program. Tier-1 Chair/senior faculty position as Professor: the successful candidate will be an outstanding, established researcher in particle astrophysics or experimental astrophysics, an area that has been designated within the area "Foundations of Science" to be of strategic importance for the long range plan for Queen's. Applicants should possess an outstanding research record with demonstrated leadership in the field. He/she will provide significant leadership for future directions in this field, especially as they relate to major new experimental initiatives. Tier-2 Chair/tenure-track faculty position: the successful candidate will be an outstanding young researcher in experimental particle astrophysics, who has demonstrated creativity and possesses a strong research record in this field, with the potential for future leadership. Both positions will enhance and complement the current program in particle astrophysics/astronomy at Queen's. Queen's has responsibility for the Sudbury Neutrino Observatory (SNO, see http://sno.phy.queensu.ca), Canada's major project in particle astrophysics. We intend to maintain our major research role in this field through the development of the future potential of this underground observatory. Queen's is also interested in taking a leadership role in developing new experimental initiatives related to questions at the intersection between particle physics and astrophysics/cosmology. Currently faculty members are also participating in the Borexino solar neutrino experiment and conduct research in observational astronomy, theoretical cosmology, solar system physics, general relativity, star formation, relativistic astrophysics, radio astronomy, the ISM in galaxies, globular clusters, and the development of cryogenic detectors for dark matter detection. In addition to the above areas, the research activities of the Physics Department include condensed matter physics, low temperature physics, semiconductors, engineering and applied physics. See http://physics.queensu.ca for more details. Canada Research Chair recipients are eligible for significant infrastructure support through the Canada Foundation for Innovation. Applicants must be able to demonstrate excellence in undergraduate and graduate education in physics. Salary will be commensurate with qualifications and experience. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: Dr. Martin Duncan, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. E-mail: head@physics.queensu.ca. Tel: (613) 533-2706. Fax: (613) 533-6967. The first review of applications will occur on August 15, 2001. Applications will be considered until successful candidates are found.

UNIVERSITY OF TORONTO AT MISSISSAUGA (UTM) — Department of Physics. Applications are invited for a tenure-stream position at the rank of Assistant Professor in experimental physics with a starting date of 1 July 2002. A special opportunity exists in biological physics with the recent creation of a Centre for Applied Biosciences and Biotechnology at UTM but we also welcome applications from exceptionally strong candidates in other areas of experimental physics. We invite prospective candidates to visit our home pages at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and strong proven or potential excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae, list of publications, research plan, and arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning November 1, 2001 until the position is filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WINDSOR — invites applications for a faculty position in Physics commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3526, Fax: 519 973 7098, Email: taylor@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext 6831, E-mail: physct@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Physics and Astronomy. Applications are invited for a postdoctoral Research Associate position in experimental High Energy Physics at the University of British Columbia. The successful candidate will work on the BaBar experiment and is expected to play a leading role in BaBar data analysis and to contribute significantly to our group's responsibility in the maintenance and operation of the drift chamber and in the development of its related software. The UBC BaBar group presently has three faculty members: Hearty, Mattison and McKenna. Information on the UBC Physics and Astronomy Department may be found on the web at http://www.physics.ubc.ca. Candidates must have a PhD degree. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent by November 15, 2001 to: BaBar Group, c/o Professor J McKenna, Department of Physics and Astronomy, University of British Columbia, Vancouver, B.C. V6T 1Z1. Email inquiries: janis@physics.ubc.ca. Applications will not be accepted by email, hardcopy only please. Salary will depend on experience and will be supplemented with a cost of living allowance while at SLAC. The appointment may be renewed annually, subject to budgetary confirmation and mutual agreement, to a maximum period of 3 years. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF VICTORIA — Physics & Astronomy. Applications are invited for a postdoctoral position in theoretical stellar astrophysics at the University of Victoria (Dept. of Physics & Astronomy). Applicants should have expertise in one of the following three areas: stellar population models, convection and mixing processes in stellar interiors, or stellar rotation. This appointment will be for two years, with the possibility of renewal for a third year, contingent upon performance and the availability of funds. The successful candidate will be expected to pursue innovative independent research as well as to participate in collaborative work with Don VandenBerg, whose research grant is funding this position. Outstanding applicants may also be nominated for a CITA National Fellowship. At present, the astrophysics group at University of Victoria consists of 8 faculty members (A. Babul, J.A. Burke, A. Gower, F.D.A. Hartwick, J. Navarro, C. Pritchet, C. Scarfe, and D. VandenBerg), and 5 postdoctoral fellows/research associates. See http://astrowww.phys.uvic.ca/ for more information on our group. Interested applicants should send their curriculum vitae, bibliography, and statement of research interests, as well as arrange for three letters of recommendation to be sent, to: Dr. D.A. VandenBerg, Dept. of Physics and Astronomy, University of Victoria, Elliott Bldg, 3800 Finnerty Rd, Victoria, BC V8W 3P6, Canada. For full consideration, applications and letters of recommendation should be received in Victoria by November 1st, 2001. Applicants must have a PhD by the start date, which is flexible, but preferably as soon as possible after Dec. 31, 2001. Please do not send documents by fax or e-mail.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Physiology (www.physiology.ubc.ca) invites applications for an Instructor Position. Applicants should possess an M.D. and/or PhD in an appropriate biological science and have two or more years of teaching experience. The teaching responsibilities of the successful applicant will be primarily laboratory classes, together with some lectures and tutorials, for undergraduate science and medical/dental students. Salary will be commensurate with qualifications and experience. The initial ap-

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HEAD, DIVISION OF PEDIATRIC NEPHROLOGY AND PEDIATRIC NEPHROLOGY PHYSICIAN UNIVERSITY OF BRITISH COLUMBIA AND THE CHILDREN'S & WOMEN'S HEALTH CENTRE OF B.C.

The University of British Columbia and Children's & Women's Health Centre of British Columbia are seeking a Division Head to provide leadership to the clinical and academic services of Pediatric Nephrology as well as a full-time Pediatric Nephrology staff physician. The newly expanded outpatient and dialysis facilities will provide an outstanding resource for building a strong academic division as well as serving as the major referral resource for the province of B.C. There is a strong fellowship training program and opportunities to develop careers in teaching and/or research.

As the successful candidate for the Division Head position you will have demonstrated a commitment to academic and clinical excellence in Pediatric Nephrology and the leadership and management skills to ensure high quality clinical service and academic productivity. The successful Staff Physician will demonstrate excellence in clinical care and commitment to teaching and/or research. You will have passed or be eligible for the Royal College of Physicians and Surgeons of Canada examinations in pediatrics or comparable qualifications, and will have completed a recognized training program in Pediatric Nephrology. Depending on qualifications you will have a clinical or full-time appointment to the Department of Pediatrics, University of British Columbia. Your income will be commensurate with qualifications and experience.

The University of British Columbia and Children's and Women's Health Centre hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. **The anticipated start date of these positions is July 1, 2002.**

Applications, accompanied by a detailed curriculum vitae and names of three references, should be directed by **November 9, 2001** to: **Robert W. Armstrong, M.D., Ph.D., FRCPC, Associate Professor and Head Chief, Pediatric Medicine, Department of Pediatrics, University of British Columbia, Children's & Women's Health Centre of British Columbia, Room 2D1 – 4480 Oak Street, Vancouver, British Columbia V6H 3V4.**

UBC

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

Western

The University of Western Ontario

Academic Vacancies 2002–2003 Department of Economics

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2002 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, tenure track or tenured positions.

PROFESSOR
Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Canadian citizens and Permanent Residents will be considered first for this position. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties. Fully competitive salary and other conditions.

ASSISTANT & ASSOCIATE PROFESSORS
At Assistant level, consideration will be given to applicants with a PhD (or expected in 2002), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. Canadian Citizens and Permanent Residents will be considered first for these positions. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision, and some administrative duties. Fully competitive salary and other conditions.

LECTURER
Work towards PhD or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. Canadian Citizens and Permanent Residents will be considered first for these positions. These are limited-term positions, and initial appointments may be made for periods of not less than twelve months and not more than five years. Duties of Lecturers include teaching various undergraduate courses in Economics, including Principles of Economics, plus some administrative service. Full-time salary floor $37,600. Appointments effective September 1, 2002.

Applicants should contact the **Chair, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2.** Positions are subject to budget approval. Closing date for receipt of applications is **November 12, 2001**

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Memorial
University of Newfoundland

Dean
Faculty of Arts

Memorial University of Newfoundland invites applications and nominations for the position of Dean, Faculty of Arts. The successful applicant will provide strong, creative and collaborative leadership and sound administration for the Faculty and serve as its spokesperson within and outside the university. In addition to a strong record of accomplishment as a scholar and a teacher, candidates for Dean of Arts should have academic administrative experience and the energy and vision to sustain and build upon the Faculty's commitment to programs of the highest quality. The Faculty of Arts, comprising approximately 3700 undergraduate students, 300 graduate students, 185 faculty and 50 staff, is organized into 14 academic departments and offers a wide variety of undergraduate and graduate degrees. The Faculty also has a number of internationally recognized research units. Further information on the Faculty of Arts is available on the Memorial University website at www.mun.ca.

Memorial University of Newfoundland is Atlantic Canada's premiere comprehensive university and one of the region's most important research facilities. It plays an integral role in the educational and cultural life of Newfoundland and Labrador. The university is located in a community known for its friendliness, historic charm, vibrant cultural life, and easy access to a wide range of outdoor activities.

The appointment will take effect in January 2002, or as soon as possible thereafter, for a term of five years, renewable. Written nominations or applications, the latter accompanied by a curriculum vitae and the names of five referees, should be submitted to:

Dr. John Evans
Chair of the Search Committee for Dean of Arts
Department of Psychology
Memorial University of Newfoundland
St. John's, NF, Canada A1B 3X9

Tel: (709) 737-8495
Fax: (709) 737-2430
Email: jevans@mun.ca

The Search Committee will start examining files on Sept. 28 and continue the search until the position is filled. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

pointment will be for one year, renewable for a further two. Depending upon future funding, and the performance of the successful applicant, the position may be converted to a tenure track Instructor position after three years. Applications including curriculum vitae, a brief statement of teaching experience and the names of three individuals willing to supply a letter of reference, should be submitted by September 31, 2001, to Dr. K.G Bainbridge, Department of Physiology, University of British Columbia, Vancouver, B.C., V6T 1Z3, Canada UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Physiology (www.physiology.ubc.ca) invites applications for a tenure track faculty position at the Assistant Professor level. Applicants should possess an M.D. and/or PhD in an appropriate biological science and have two or more years of post-doctoral experience. They should be able to provide evidence that they will be able to establish a strong independent research program and obtain grant support from appropriate agencies. Preference will be given to candidates with research interests associated with current priority areas within the Department, including cardiovascular physiology, biophysics, gastrointestinal regulatory peptides, and cellular imaging. The successful candidate will, however, be expected to teach undergraduate science students and medical students in areas not necessarily related to their research. Salary will be commensurate with qualifications and experience and the successful applicant will be expected to seek external support within the first two years of their appointment. Starting dates are negotiable but it is intended to fill the position by July 1, 2002, subject to final budgetary approval. Applications including curriculum vitae, a brief statement of research interests and the names of three individuals willing to supply a letter of reference, should be submitted by October 31, 2001, to Dr. K.G. Bainbridge, Department of Physiology, University of British Columbia, Vancouver, B.C. V6T 1Z3, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance.

POLITICAL SCIENCE

CARLETON UNIVERSITY — The Department of Political Science. Subject to budgetary approval, the Department of Political Science seeks applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2002. The successful candidate will demonstrate expertise in international relations with a specialization in North American security studies and an ability to teach in the area of North American defence policy. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by October 15, 2001, to Dr. Glen Williams, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6.

ST. THOMAS UNIVERSITY — The Department of Political Science. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Political Science invites applications for an entry-level, tenure-track appointment in International Relations and Foreign Policy, beginning July 2002. The successful candidate will have an interest in a variety of theoretical perspectives and will be expected to have general expertise in foreign policy, human rights, and international organizations. She will teach courses at the introductory level, the core course in International Relations, and upper-level courses on more specific topics. An ability to facilitate Model United Nations programmes at the University would be a definite asset. A PhD or imminent completion is required. Each applicant is to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), a research agenda, a short statement of their view of the relationship between political science and a liberal education, and arrange to have three letters of reference sent directly to Dr. Gerald Baier, Acting Chair, Political Science Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date October 22, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities. University Website: http://www.stthomas.ca

THE UNIVERSITY OF TORONTO — The Department of Political Science invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2002. Candidates should have a strong background in public choice theory and methods, but the position is otherwise open to candidates with a research and teaching interest in any of the following areas: American Government and Politics, Canadian Politics, Urban Politics (North America), Political Economy of Developing Countries. Candidates who take a comparative approach to the study of any of these areas are also preferred. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below. These letters must be received by the deadline. Applicants should also send a curriculum vitae, a teaching dossier, a copy of a recent paper/publication, and a statement outlining current and future research interests to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3, Canada. Canadian citizens and permanent residents will be considered first for this position. Applicants must have a PhD or be near completion. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We offer opportunities to work in a range of collaborative programs including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. Closing date for applications is October 15, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Political Science commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Walter Soderlund, Interim Head, Department of Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2347; Fax: 519.973.7094, Email: okayabe@uwindsor.ca.

UNIVERSITY OF TORONTO AT SCARBOROUGH — Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in International Relations and Political Economy at the Assistant Professor level, to commence 1 July 2002. The applicant will be expected to teach an introductory undergraduate course in International Relations, as well as undergraduate and graduate courses on contemporary issues in international political economy. Strong research and teaching skills are desirable, and the expectation is that the successful candidate will have a completed PhD. Expertise in quantitative methods would be an asset. Faculty members at the University of Toronto at Scarborough do their undergraduate teaching at the UTSC campus, and their graduate teaching at the St. George campus of the University of Toronto. The closing date for applications is November 15 2001. Applications should include a curriculum vitae, samples of publications or writing, plus evidence of teaching ability. Applicants should also arrange to have three letters of recommendation sent to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4, Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

PROSTHODONTICS

THE UNIVERSITY OF WESTERN ONTARIO — Two, full time limited-term, probationary or tenured positions available, Division of Prosthodontics, immediately. Rank and salary commensuate with qualifications and experience. Qualifications include DDS or equivalent degree, Fellowship or Board-eligibility in Prosthodontics is preferred. The candidate must have completed advanced training in prosthodontics. Teaching and some research experience preferred. Duties include undergraduate (didactic and clinical) teaching, research and possibly some administration. A consulting privilege is available and the opportunity for intramural practice exists. Applications, which should include a curriculum vitae and the names of three referees, should be sent to Dr. S.L. Kogon, Director, School of Dentistry, The University of Western Ontario, London, ON Canada, N6A 5C1. Applications accepted until position filled. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes applications from all qualified women and men, including members of visible minorities, aboriginal persons and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position. The School employs 28 full-time and 130 part-time faculty members; the undergraduate enrolment is 536 students in each year of the four year program. The School offers graduate education in Orthodontics, and a Certificate of Qualification program for dentists from non-Canadian schools of dentistry. An expansion and renovation of the facilities of the School of Dentistry will be completed by September 2001. A major renewal of clinical facilities is part of this plan. The School of Dentistry is an integral part of the health sciences complex and contributes to teaching and research in a wide range of fields. In addition, the School provides community service through its on-house clinics and association with dental departments at the two major teaching hospitals. The University of Western Ontario is located in London, Ontario, a community of 330,000 which is a two-hour drive from both Toronto and Detroit. London is rated as one of the best cities in which to live in Canada, in terms of quality of the life. Road, air and train links to major Canadian and U.S. cities are excellent. The school is part of a larger University community with the equivalent of 26,000 full-time students.

PSYCHOLOGIE

UNIVERSITÉ D'OTTAWA — Psychologie. Sous réserve d'approbation budgétaire, l'École de psychologie de l'Université d'Ottawa prévoit combler un poste de professeur ou de professeure conduisant à la permanence à compter du 1er juillet 2002. Ce poste sera au niveau de professeur(e) adjoint(e). La priorité sera accordée aux candidatures dans les domaines 1) de la psychologie clinique ou 2) des méthodes quantitatives en psychologie. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais est essentielle dès l'embauche. Le salaire est compétitif et reconnaît les années d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidatures devraient être soumises avant le 15 novembre 2001. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants qui adresseront des lettres de référence, ainsi que les trois à part de deux publications récentes ou de tout autre document constituant une contribution académique au Dr. Pierre Mercier, Directeur, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux immigrant(e)s reçu(e)s. L'Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes provenant des femmes.

PSYCHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Psychology invites applications for up to four tenure-track positions, all of which would begin July 1, 2002. Subject to availability of funds, the positions are budgeted at the Assistant Professor level with a possibility of an appointment at a higher rank for applicants with exceptional qualifications. In all cases, we will be seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitments to undergraduate and graduate teaching, and to supervision of graduate student research. Applicants whose research helps to build bridges with other UBC departments and institutes would be of additional interest. Candidates are invited to apply in the following areas: (1) Culture and Social Psychology. We are seeking applicants to add to the departmental strength in cultural social psychology who can also participate in our social/personality program. (2) Forensic Psychology. We are seeking someone who can participate in the research activities in the forensic psychology area and potentially contribute to a joint Psychology and Law graduate program involving the Law Faculty at UBC as well as the forensic psychology faculty at SFU. The initial funding for this tenure track position will be provided by the Canadian Corrections Services Canada. (3) Biopsychology. In this instance, we are seeking applicants who would add to the departmental strength in animal-based investigations in neurobiology of learning, motivation and cognition. This position is subject to the success of the nominee's application to one of the granting agencies. Applicants in this area would need to apply for a CIHR New Investigator position, or an NSERC UFA or a Michael Smith Scholar position that would be bridged to a tenure-track position in Psychology. Please refer to the grants and awards guide on the CIHR web site at www.cihr.ca, the NSERC UFA web site at www.nserc.ca or the Michael Smith web site at www.msfhr.org for guidelines and deadlines. (4) Cognitive Development. We are seeking someone who can participate in our developmental psychology program, complement existing faculty in the area, and potentially contribute to the interfaculty Cognitive Systems program. Salary will be commensurate with experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to November 15, 2001, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C., Canada V6T 1Z4

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Psychology invites applications for one senior tenure-track appointment at the Full Professor level. The expectation is that this position will be designated as a Tier I Canada Research Chair. However, there is a possibility that the appointment could be made at the junior Tier II level for an Associate Professor of exceptional merit. This prestigious position will be funded through the Federal Government program, with research support appropriate to the program and its goals. The appointment will be made in association with a UBC campus-wide initiative (and other appointments) in a Neuroscience and Cognitive Systems "cluster." We are particularly interested in applicants with an established record of research in developmental cognitive neuroscience. The ideal candidate will have either research interests in language and the brain, or in some other fundamental area of cognition and development. Expertise in behavioural, computational, and/or neural imaging techniques including those (such as ERP) that could be used in infants or special populations will be of special interest. To apply, send a curriculum vitae and a short statement of research interests, selected reprints, and the names of three referees to: Dr. Richard C. Tees, Head, Department of Psychology, University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. Closing date for applications and supporting material is December 1, 2001. The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply. There is no restriction with regard to nationality or residence and the positions are open to all candidates. Offers will be made in keeping with immigration requirements associated with the CRC program.

SIMON FRASER UNIVERSITY — The Department of Psychology invites applications for a tenure-track faculty position in Developmental Psychology at the rank of Assistant Professor. Applicants with a PhD in any area of Developmental Psychology and a strong record of research accomplishment will be considered. The Department is undergoing significant restructuring and will afford unique opportunities to

College of Science & Management

UNBC

Assistant or Associate Professor, Geomorphology, Geography Program (Tenure Track)

The Geography Program at the University of Northern British Columbia invites applications for a tenure track position in Geomorphology expected at the Assistant or Associate Professor level ideally to commence July 2002 (for the September 2002 semester). A range of geomorphic interests will be considered but it is expected that the appointee will have a specialization in geotechnics and/or slope processes. Candidates will be expected to contribute to the general introductory undergraduate teaching needs in geomorphology. In addition, they will have an opportunity to develop both undergraduate and graduate courses within their areas of specialization and be expected to develop a significant research profile.

Officially opened in 1994, UNBC is a small, research intensive, university with a strong mandate to serve the regional community of northern British Columbia. This region provides an outstanding natural laboratory for both physical and human geography research work. All Geography faculty have major research interests in this northern region and several maintain research projects abroad. The facilities available at our newly built campus include a state-of-the-art GIS laboratory and a currently-being-constructed new laboratory building that will have a dedicated soil/geotechnics laboratory.

Assistant Professor, Human Geography, Geography Program (Tenure Track)

The Geography Program at the University of Northern British Columbia invites applications for a tenure track position in Human Geography expected at the Assistant Professor level ideally to commence July 2002 (for the September 2002 semester). A range of human geography interests will be considered. Candidates will contribute to the general introductory undergraduate teaching needs in human geography including courses in social geography and settlement geography. In addition, they will have an opportunity to develop both undergraduate and graduate courses within their areas of specialization and be expected to develop a significant research profile. Gender issues are inextricably linked in northern communities, and a stated objective in our recent Program Review was to add a specialization on gender issues.

Officially opened in 1994, UNBC is a small, research intensive, university with a strong mandate to serve the regional community of northern British Columbia. This region provides an outstanding natural laboratory for both physical and human geography research work. In particular, the changes which economies and communities in northern BC are going through provide a tremendous opportunity for human geography research. All Geography faculty have major research interests in this northern region and several maintain research projects abroad. The facilities available at our newly built campus include a state-of-the-art GIS laboratory.

In addition to a strong research orientation, both the University and Geography Program also put considerable emphasis on teaching excellence. Available within the Geography Program are BA and BSc majors, a suite of undergraduate minors, an MA and MSc, and a Ph.D. degree. The graduate studies degrees are offered in conjunction with other programs in the Faculty of Natural Resources and Environmental Studies.

The Geography Program underwent an external review this past year, which was very positive. Out of that process came the addition of several new faculty positions. Please visit the Geography website at http://www.unbc.ca/geography/ for more information about the Program and UNBC.

Preference will be given to candidates holding a Ph.D. Applicants should send a curriculum vitae including employment history, a statement of research and teaching interests, the names and addresses of three references (including telephone and fax numbers), and samples of up to three refereed publications to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. W.B. McGill, Dean of the College of Science and Management, at (250) 960-5700. Fax: (250) 960-5537. Email: mcgill@unbc.ca** Applications received before October 1, 2001 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

the successful candidate. Please submit a cover letter, which includes a summary of research objectives and teaching experience, a curriculum vitae, three letters of reference, and copies of representative publications to Dr. William R. Krane, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6. Deadline for receipt of applications is November 2, 2001. The Department's webpage can be accessed at http://www.sfu.ca/psychology. This position is subject to budgetary approval. Although this advertisement is directed to Canadian citizens and Permanent Residents, in accordance with Canadian Immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

SIMON FRASER UNIVERSITY — The Department of Psychology invites applications for a tenure-track faculty position at the Assistant Professor level in Cognitive & Biological Psychology. Applicants should hold a PhD, and have research interests and specific expertise in fundamental issues in cognition. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. Please submit a cover letter, which includes a summary of research objectives and teaching experience, a curriculum vitae, three letters of reference, and copies of representative publications to Dr. William R. Krane, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is November 2, 2001. The Department's webpage can be accessed at http://www.sfu.ca/psychology. This position is subject to budgetary approval. Although this advertisement is directed to Canadian citizens and Permanent Residents, in accordance with Canadian Immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

UNIVERSITY OF REGINA (Luther College) — Applications are invited for a tenure-track position in Psychology at Luther College, a federated college of the University of Regina. The successful applicant will teach introductory psychology, personality theory, interpersonal relations, and other areas related to clinical psychology. Candidates should have a doctorate in Clinical Psychology, completed or near completion, and be eligible for registration as a psychologist in Saskatchewan. The successful candidate should also have a demonstrated ability in undergraduate teaching, potential for research and a real interest in the smaller context of a community-involved College where spiritual and humanistic concerns are highly valued. A copy of the College's educational goals is available upon request and further information about the College can be obtained at: http://www.luthercollege.edu. Responsibilities include teaching, research, academic counselling and committee work. Starting date is July 1, 2002 or as soon as possible thereafter. Applications, including a curriculum vitae outlining disciplinary interests, teaching experience, professional qualifications, a list of publication and three letters of reference should be sent to: Dr. Bryan Hillis, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is November 15, 2001 or when the position is filled.

UNIVERSITY OF OTTAWA — Psychology. Subject to budgetary approval, the School of Psychology anticipates filling one tenure-track position effective July 1, 2002, at the Assistant Professor level. Priority will go to applicants in the areas of 1) clinical psychology or 2) quantitative methods in psychology. Applicants should meet the following minimum requirements: Doctorate in Psychology and research competence. Fluency in French and English is essential. The salary is competitive and is adjusted as a function of experience. Start-up funds are also available. Applications should be received before November 15, 2001. Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publication to: Dr. Pierre Mercier, Director, School of Psychology, Lamoureux Hall, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy, and as such, the University strongly encourages applications from women.

QUEEN'S UNIVERSITY — The Department of Psychology invites applications for three tenure-track positions at the Assistant Professor level, available starting 1 July 2002, or as soon as possible thereafter. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at: http://psyc.psyc.queensu.ca/. (1) Behavioural Neuroscience. The successful candidate must hold a PhD in psychology, neuroscience, or a related field and be able to teach behavioural neuroscience at the undergraduate and graduate level and supervise undergraduate and graduate theses. We seek candidates with research expertise in the area of developmental neurobiology using mammalian or non-mammalian species. Behavioural neuroscience researchers who are presently in the Department study mechanisms of neural plasticity or neural adaptation across the life span in normal (e.g., learning, memory) and abnormal (e.g., drug abuse, dementia) conditions using behavioural, pharmacological, electrophysiological and neurochemical techniques. Applications will be accepted until 30 November 2001, or until the position is filled. (2) Clinical Neuropsychology. The successful candidate must: hold a PhD in psychology, be able to teach human neuropsychology at the undergraduate level, and clinical neuropsychology (including neuropsychological assessment) at the graduate level; supervise undergraduate and graduate theses; and be either registered or eligible for registration as a clinical neuropsychologist in Ontario. Applications will be accepted until 30 November 2001, or until the position is filled. (3) Clinical Forensic. The successful candidate must: hold a PhD in psychology; be able to teach forensic psychology at both the undergraduate and graduate level and abnormal psychology at the undergraduate level; supervise undergraduate and graduate theses; and be either registered or eligible for registration as a clinical psychologist in Ontario. Forensic psychological research at Queen's includes studies of forensic psychiatric patients, violent offenders, sex offenders, juvenile delinquency, and psychological aspects of the criminal justice system. Applications will be accepted until 31 October 2001, or until the position is filled. The programme in Clinical Psychology is strongly committed to the scientist-practitioner model, and demonstrated excellence in research is an essential requirement. The area of specific research interest should enhance one or more existing strengths relevant to the Clinical Programme which include developmental, forensic, and health psychology; assessment; and neurobiological mechanisms of behaviour relevant to psychological disorders. Decisions for all three positions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests, possession of relevant skills, and potential for collegial service. Salary will be commensurate with qualifications and experience. Canadian citizens and permanent residents will be considered first for these positions; however, applications from non-Canadians are encouraged. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Please clearly identify which position you are applying for. Applications including a curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Alastair W. MacLean, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6. Telephone (613) 533-2492; Fax (613) 533-2499.

SIMON FRASER UNIVERSITY — The Department of Psychology invites applications for a tenure-track faculty position in Law and Forensic Psychology at the associate or full professor rank. The successful candidate may also serve as Director of the Program in Law and Forensic Psychology. The Program serves approximately 25 graduate students in both clinical-forensic psychology and experimental psychology and law. Preference will be given to candidates who hold both a PhD in Psychology and a degree in law or legal studies, and who work in the area of experimental psychology and law. Please submit a cover letter, which includes a summary of research objectives and teaching experience, a curriculum vitae, three letters of reference, and copies of representative publications, to Dr. William R. Krane, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6. Deadline for receipt of applications is November 2, 2001. The Department's webpage can be accessed at http://www.sfu.ca/psychology. This position is subject to budgetary approval. Although this advertisement is directed to Canadian citizens and Permanent Residents, in accordance with Canadian Immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Psychology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2215; Fax: 519.973.7021; Email: towson@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. The anticipated start date for the position is July 1, 2002. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in Psychology, Organizational Psychology, or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is September 1, 2002. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and permanent residents will be considered first for this position. This appointment is subject to the availability of funds.

PSYCHOLOGY/ MULTIVARIATE STATISTICS

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a tenure-track appointment, subject to budgetary approval, beginning July 1, 2002, in multivariate statistics with particular expertise in Structural Equation Modeling. The areas of research specialization that would be of interest include health, personality, social, or developmental psychology, although other areas will be considered. The successful candidate will be expected to contribute to the graduate program in social and developmental psychology. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, as well as an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: asanti@wlu.ca). Applications will be accepted until November 15, 2001, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at our website http://www.wlu.ca/~wwwpsych/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

RELIGIOUS STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Classical, Near Eastern and Religious Studies invites applications for the Diamond Foundation Chair in Jewish Law and Ethics beginning July 1, 2002 subject to budgetary approval. The appointment and salary will be at a level commensurate with the experience and qualifications of the successful candidate. The person appointed will be expected to have demonstrated excellence in research into the area of the history of Jewish Law and Ethics and to have sufficient breadth of knowledge that they are able to teach courses in Jewish Law and Ethics and the History of Jews and Judaism in the Second Temple Period, as well as to participate in research and teaching that combine the interests of this multi-faceted Department. There is also a strong community outreach aspect to this position and the occupant of the Diamond Chair will be expected to give lectures and courses (as part of load) in the community. Experience with interdisciplinary teaching and research is an asset. Applicants should have completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the post-secondary level is expected. With their letter of application, applicants should send a current c v and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to the Chair, Search Committee, Department of Classical, Near Eastern and Religious Studies, University of British Columbia, Buch C260-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada no later than October 30, 2001. Interested applicants may visit our website at http://www.cnrs.ubc.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications must include citizenship and/or immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Please enclose with your application a self-addressed postcard for acknowledgement of receipt.

UNIVERSITY OF TORONTO — Religion. The Department for the Study of Religion (2/3) and the Department of Near and Middle Eastern Civilizations (1/3) in the University of Toronto invite applications for a tenure-stream Assistant or Associate Professorship in Islamic Religion. Applicants should have a PhD in Religion or Is-

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UNIVERSITY OF REGINA

FACULTY OF ENGINEERING & FACULTY OF SCIENCE
CANADA RESEARCH CHAIRS

The Faculties of Engineering and Science are soliciting applications for three Canada Research Chairs (one Tier I and two Tier II), commencing July 1, 2002, in the areas of energy, environment, or information technology. Candidates for the Tier I chair are expected to be experienced and outstanding researchers who have made a major impact on their field, while Tier II candidates should be emerging researchers with the potential to achieve international recognition as leaders in their fields in five to ten years. In all cases, the research programs of the candidates are expected to be innovative and original, and the successful candidates are expected to provide leadership in research-related activities, including graduate training, mentoring of colleagues and younger researchers, and the development of collaborative research initiatives.

The University of Regina's Strategic Research Plan, which can be viewed at the CRC website (www.chairs.gc.ca), addresses the general research objectives of the University. Further information about the University of Regina can be found at the University's website (www.uregina.ca).

Candidates for Tier I and Tier II Canada Research Chairs should have expertise in the following areas.

Energy and Environment, with research focus in one or more of:

- Climate Change Control Technology
- Environmental and Energy Systems Modeling and Planning
- Greenhouse Gas Chemistry and/or Technology
- Petroleum Reservoir Petrology, Chemistry and Geochemistry
- Green Technology for Petroleum Production
- Environmental Analytical Chemistry

Infrastructure support for these areas include the Petroleum Technology Research Centre, a newly established Greenhouse Gas Technology Centre, and the CFI-funded Environmental Quality Assessment Laboratory.

Information-Technology Applications to Energy and Environment, with research focus in one or more of:

- Visualisation, Graphics, Animation
- Expert Systems Applications
- Industrial Applications of Artificial Intelligence
- Energy and Environmental Information Systems

Infrastructure support for these areas include the Institute for Computational Discovery, a CFI-funded computation facility, Software Engineering Laboratory and a soon to be opened New Media Centre.

Applications must include a curriculum vitae, a research plan, and the names and addresses of three referees. Please address completed applications to either **Dr. Paitoon Tontiwachwuthikul, Dean of Engineering, or Dr. Katherine Bergman, Dean of Science, University of Regina, Regina, Saskatchewan S4S 0A2.** (E-mail: <paitoon@uregina.ca> or <katherine.bergman@uregina.ca>).

Applications from internal and external candidates will be accepted. The closing date for applications is **October 15, 2001.**

The University of Regina is committed to employment equity and welcomes diversity in the workplace. Applications are encouraged from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ASSISTANT PROFESSOR
THE SCHOOL OF AUDIOLOGY & SPEECH SCIENCES
THE UNIVERSITY OF BRITISH COLUMBIA

Opening for a tenure-track position at the rank of Assistant Professor in Audiology in the School of Audiology and Speech Sciences, available July 1, 2002. The School offers graduate education (M.Sc. and Ph.D.) for clinical or research careers in audiology and speech-language pathology (www.audiospeech.ubc.ca). Duties include instruction in audiology, research, and university/school service.

Requires a Ph.D., evidence of scholarly excellence, and graduate-level teaching experience. Applicants from all areas are welcome to apply; however, preference will be given to applicants with expertise in paediatric audiology, signal processing, and/or amplification. Salary will be commensurate with qualifications. This position is subject to final budgetary approval.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Interested persons should send a letter of application, curriculum vitae, and the names (phone numbers and addresses) of three referees to: **Carolyn Johnson, Director, School of Audiology and Speech Sciences, University of British Columbia, 5804 Fairview Avenue, Vancouver, B.C. V6T 1Z3. Fax: (604) 822-6569**

Applicants will be considered starting **November 15, 2001** until a suitable candidate is found.

UNIVERSITY OF MANITOBA

DIRECTOR
STUDENT COUNSELLING & CAREER CENTRE

The University of Manitoba invites applications for the position of Director, Student Counselling and Career Centre, effective January 1, 2002 or earlier if possible. Reporting to the Vice-Provost (Student Affairs), the Director is responsible for a unit whose primary mission is the provision of individual and group counselling for personal, educational and career issues with University of Manitoba students. As an academic unit, the department maintains a strong commitment to research and scholarship and is an accredited pre-doctoral internship site in professional psychology, a counselling practicum site for Masters students in Education and a field placement site for Social Work students. In addition to administrative responsibility for the unit, the Director will be the Chief Psychologist and will carry a counselling load (reduced) during his/her term of office.

Candidates will have a doctoral degree in Counselling or Clinical Psychology, preferably from an APA or CPA accredited training program and internship or equivalent; a minimum of five years post licensure experience and will be eligible for professional registration in Manitoba. Candidates must have significant administrative experience in Counselling and/or Student Affairs, a demonstrated ability to work with a multi-disciplinary team and to develop a cohesive working group, an awareness of the developmental needs of diverse student groups and a proven record as a counsellor. Demonstrated leadership and program development skills are required. The Director will combine superior interpersonal and communication skills with an ability to work as an integral part of the Student Affairs management team. Preference will be given to candidates who have knowledge of, and experience in, a university setting. Involvement with professional organizations such as the Canadian Association of College and University Student Services, the Canadian University College Counselling Association and the Canadian Psychological Association would be desirable.

The appointment will be tenure-track at the rank of Assistant or Associate Professor. The Directorship will be for a five year term, subject to renewal. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

More information about the responsibilities of the Directorship is available from Dr. D.R. Morphy. Nominations and applications (including the names of three referees) should be sent in confidence on or before **October 1, 2001** to: **Dr. D.R. Morphy, Vice-Provost (Students Affairs) and Chair, Advisory Committee for the Appointment of the Director, Student Counselling and Career Centre, 208 Administration Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2.**

lamic studies, have a demonstrated research record, and be able to take an active part in graduate supervision. The area and period of specialization within Islamic Religion is open, but teaching responsibilities may include courses on the Qur'an and on Islamic Law (utilizing Arabic primary sources at the graduate level), as well as introductory courses on Islamic Religion and World Religions. An acquaintance with current questions of method and theory in the study of religion is expected. Salary will be commensurate with qualifications and experience. A letter of application, curriculum vitae, evidence of teaching effectiveness, and three letters of reference should be sent to Professor J. Goering, Chair, Dept. for the Study of Religion, 123 St. George St., University of Toronto, Ontario M5S 2E8. Candidates invited for an interview will be asked to send samples of their published work. Applications should be received by 22 October 2001. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

RESOURCE/ENVIRONMENTAL ECONOMICS

UNIVERSITY OF ALBERTA — Assistant Professor, tenure track, is sought by the Department of Rural Economy (www.re.ualberta.ca) (Associate Professor appointment may apply subject to qualifications) Starting salary: $48,000 to $64,000 per year subject to qualifications and experience. Qualifications are PhD in Agricultural Economics, Applied Economics or Economics, specialization in resource or environmental economics. Capacity to develop a strong program of externally funded research focused on emerging economic issues for food, forestry or the environment. Examples are forest certification; food issues related to biotechnology; or environmental/health/development linkages. Commitment to teaching is also expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, with statements of research and teaching interests, transcripts, vitae and the names of three referees should be sent to: Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Selection will start on November 1, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

SCIENCE & TECHNOLOGY STUDIES

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytic Studies and Information Technology (SASIT), Science and Technology Studies Program (STS). Applications are invited for a tenure track position at the assistant professor level in science and technology studies starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in science and technology studies or history and philosophy of science, be actively engaged in STS research and have two or more years of experience in teaching STS and natural science courses. The Science and Technology Studies Program is an interdisciplinary undergraduate program focusing on the history, philosophy, and social studies of western science and technology from the eighteenth century to the present. Duties for this position include co-ordinating the STS program and the School's natural science general education courses, teaching a broad range of courses in collaboration with related undergraduate and graduate programs in the humanities at York University, research, supervision and committee service. Salary will be commensurate with qualifications and experience. Applications should include: a letter of application indicating citizenship/resident status; a curriculum vitae and recent research papers; a statement of teaching and research interests; and any other supporting teaching and research documentation. Applicants should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Sam Lanfranco, Chair, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The deadline for applications is November 15, 2001. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residence will be considered first for this position

SOCIAL WORK

THE UNIVERSITY OF MANITOBA — Faculty of Social Work invites applications for two tenure-track positions at the rank of Assistant Professor, beginning January1, 2002 (a later date may be negotiated). The Faculty of Social Work is proud of its continuing efforts to broaden accessibility to social work education that addresses issues such as poverty, family violence, racism, sexism, homophobia, ableism and ageism. The Faculty offers three degree programs. The B.S.W. program provides a generalist foundation with an emphasis on feminist practice and practice in Aboriginal cultures, while offering the opportunity for focused study in a variety of practice areas. The M.S.W. program includes specializations in social clinical practice and social policy, planning, and administration. The PhD Program offers advanced study in family-focused intervention or social policy analysis and planning. Candidates for these positions should have the demonstrated ability or potential to contribute to all programs through teaching, research, and thesis/practicum supervision. Candidates with knowledge and experience in one or more of the following areas will be considered: social work practice with Aboriginal peoples; Aboriginal child & family services, social work practice with people with disabilities; gerontological social work, social policy development & analysis; social service administration; and social work research. A doctoral degree in social work or a cognate discipline (ABD will be considered) are required. If the doctorate is in a cognate discipline, a social work degree is required. Consideration may be given to individuals who are prepared to complete doctoral studies in the early years of their appointment. Knowledge and experience related to Aboriginal cultures is highly desirable. Salary will be commensurate with experience and qualifications. The Faculty particularly encourages applications from qualified Aboriginal Candidates because of our ongoing commitment to providing social work education that is relevant to Aboriginal people. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until October 19, 2001. Applicants are invited to submit their curriculum vitae, three letters of reference, and a letter stating teaching, research, and relevant expertise to: Dr. Harvy Frankel, Chair, Recruitment & Hiring Committee, Faculty of Social Work, University of Manitoba, Wpg., MB. R3T 2N2. Potential applicants are invited to consult the Faculty's homepage: http://www.umanitoba.ca/faculties/social_work. Dr. Frankel can be contacted at (204) 474-8376 or by e-mail frankel@ms.umanitoba.ca

MCMASTER UNIVERSITY — The School of Social Work invites applications for a tenure track faculty appointment at the rank of Assistant Professor, effective July 1, 2002. The School offers a generalist B.S.W. programme and an M.S.W. programme in the analysis of social welfare policy and the analysis of social work practice. Applicants should have an MSW and a doctoral degree (or a close to completed doctoral degree) in social work or related discipline. Applicants must have Canadian practice and research experiences in the areas of child welfare practice and policy, including child abuse and protection. The successful applicant will be able to teach practice from an anti-oppression stance and will be expected to develop an independent programme of research, and to publish the results of this work in high-quality peer-reviewed outlets. In accordance with Employment Equity legislation, McMaster University encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with the School of Social Work's central attention to the intersections of personal troubles and oppressive structures (based in, for example, age, class, culture, gender, geographical location, health, physical ability, race and sexual preference), and with the School's commitment to teaching, research and a faculty complement that reflects the diversity and concerns of the community. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. An application including current curriculum vitae, a representative sample of academic writing and the names and addresses (including email and/or fax numbers) of three referees should be sent to: Dr. Ralph A. Brown, Director, School of Social Work, McMaster University, 1280 Main Street West, KTH-319, Hamilton ON L8S 4M4, E-mail: rbsvoy@mcmaster.ca; Website: http://www.socsci.mcmaster.ca/~socwork/. Deadline for applications is November 1, 2001.

THE UNIVERSITY OF TORONTO — The Faculty of Social Work is inviting applicants for an appointment at the rank of Assistant or Associate Professor in Social Justice, Equity and Diversity. This is one of the social science research cluster areas within the University of Toronto's new strategic research plan. The successful candidate will be nominated for a Canada Research Chair. The successful candidate, who is expected to be at the senior assistant or early associate level, should have practice experience and an academic track record in the area of social justice, equity and diversity. This expertise should preferably be in the field of social work with a particular emphasis on anti-oppressive practice. Rank and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2002 or as soon thereafter as can be arranged. Applications, which must include a full curriculum vita, a brief outline of the candidate's current and proposed program of research, and two samples of published work, should be submitted to Professor Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1A1. Three confidential letters of reference should be sent directly to Dean Shera. Applications should be submitted by October 15, 2001 but will be accepted until the position is filled. For more information about the Faculty of Social Work, U of T, please visit our web site at http://www.utoronto.ca/facsocwk. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WINDSOR — invites applications for a faculty position in the School of Social Work commencing January 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519.253.3000, Ext. 3067; Fax: 519.973.7036; Email: fhawkins@uwindsor.ca

SOCIOLOGY

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Sociology invites applications for two positions at the rank of Assistant Professor to begin July 1, 2002. Candidates should have expertise in one of the following areas: Crime and Deviance, Sociology of Communications, Sociology of Culture, or Social Policy. An ability to teach either quantitative or qualitative methods is an additional asset. Candidates must have completed a PhD and must show promise of excellence in scholarly research, publication and teaching. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The deadline for submissions of applications is October 15, 2001. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to Dean Gary Crawford, Associate Dean, Social Sciences, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6, Fax: 905-569-4325

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Sociology invites applications for a tenure-stream position at the rank of Associate Professor in the area of family to begin July 1, 2002. An ability to teach either qualitative or quantitative methods is an asset. Candidates must have an established research record and will be considered for tenure at the time of appointment. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The deadline for submissions of applications is October 15, 2001. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to Dean Gary Crawford, Associate Dean, Social Sciences, University of Toronto at Mississauga, 3359 Mississauga Road North, 121 Kaneff Centre, Mississauga, Ontario Canada L5L 1C6, Fax: 905-569-4325

UNIVERSITY OF TORONTO — St. George Campus — The Department of Sociology, University of Toronto is inviting applications for a newly created tenure-stream (Assistant Professor) position in Urban Health. Candidates should have a PhD degree in sociology, with research and teaching interests in the sociology of health, and a particular focus on the determinants of urban health. Additionally, candidates should have an interest in how health policy is formulated. Experience with large data sets would be an advantage. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. The deadline for submission of applications is November 15, 2001. Interested candidates should send a curriculum vitae and covering letter. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4

UNIVERSITY OF TORONTO — The Department of Sociology and the Institute for Women's Studies and Gender Studies at the University of Toronto invite applications for a tenure track joint appointment at the rank of Assistant Professor. The successful candidate will have a PhD in sociology and will carry out research on health or social policy issues, with a focus on gender. The appointment will be effective July 1, 2002. Applicants should have a completed PhD by the time of the appointment and have demonstrated promise of excellence in teaching and scholarly research and publication. As the appointment is shared (60% Sociology and 40% Women's/Gender Studies), the appointee will be expected to

DALHOUSIE UNIVERSITY
DEAN OF COMPUTER SCIENCE

Dalhousie University invites applications and nominations for the position of **Dean of Computer Science**. The appointment will become effective on July 1, 2002 and will be for a five-year term with the possibility of renewal.

The University, with about 14,000 students and 11 Faculties, is one of Canada's major research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and affords its citizens an outstanding quality of life.

The Faculty of Computer Science is Dalhousie's newest and fastest-growing Faculty. Housed in an award-winning building opened in 1999, it is the primary centre in Nova Scotia for ICT education and research. In 2001-2002 the Faculty will have about 700 undergraduate and 250 graduate students. In addition to its repertoire of Computer Science programs, the Faculty is cooperating with other Faculties in interdisciplinary programs in Electronic Commerce and Health Informatics (under development). The current faculty complement of 25 is planned to grow to 35. The research foci of the Faculty are software engineering, networking and photonics, electronic commerce and electronic health, and they are supported through a Dalhousie-owned subsidiary company, the Global Information Networking Institute which has so far brought in over $20m.

The successful candidate will have a significant record of accomplishment in research, teaching and administration, and significant experience in working with government and industry. The new Dean will be expected to consolidate the Faculty's initial successes, and to lead its further development, working collegially with other members of the Faculty and with other senior administrators. The Dean will encourage continuing innovation in research and teaching in the Faculty, and will build upon the Faculty's partnerships inside and outside the University.

Persons interested in applying for the position should give full details of their teaching, research and administrative experience. Applications should be accompanied by a curriculum vitae and the names of four referees who can be contacted by the Committee.

Material should be sent before November 1, 2001 to:
Dr. Sam Scully, *Vice-President Academic and Provost*
Chair, *Search Committee for Dean of Computer Science*
Dalhousie University, 6299 South Street,
Halifax, NS B3H 4H6

DALHOUSIE *University*

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

www.cs.dal.ca

Western

The University of Western Ontario

Dean of the Faculty of Information & Media Studies

Applications and nominations are invited for the position of Dean, Faculty of Information and Media Studies, The University of Western Ontario. The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Information and Media Studies is dedicated to the advancement of interdisciplinary knowledge of the role of information, media, communications and information technologies in the lives of individuals and in society, and to providing the highest quality of professional education in related areas. This vibrant Faculty, comprised of thirty-three dedicated full-time faculty members, 510 undergraduate students, and 210 graduate students, offers Masters and doctoral programs in Library and Information Science, an M.A. in Journalism, and an undergraduate program in Media, Information and Technoculture. A non-academic staff of fifteen provides strong administrative, technical, and student counseling support of the Faculty mission.

The appointment, to be effective 1 July 2002, is for a period of five years, renewable. Candidates are expected to lead a Faculty distinguished in scholarship and teaching. Candidates should possess both a strong record of scholarly achievement in areas relevant to the academic mission of the Faculty, and a record of achievement in administration that demonstrates the ability to balance fairly the different demands of an interdisciplinary Faculty. A commitment both to interdisciplinary scholarship and to the value of research and professional education in the different areas represented in the Faculty is essential. This challenging position demands interpersonal skills and sound judgment to provide leadership for the continuing development of the academic programs, research, and creative life within the Faculty, and within the University.

The Selection Committee expects to begin its review of candidates in early November; it is unlikely that applications or nominations received later than **December 1, 2001**, will receive consideration. Nominations and applications should be submitted to: **Dr. Greg Moran, Provost and Vice-President (Academic), Room 115, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8.** Telephone (519) 661-3110; fax (519) 661-3675. Applications should include *curriculum vitae* and the names of at least three referees

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Queen's

Queen's National Scholars Faculty Appointments in Women's Studies

The Institute of Women's Studies at Queen's University at Kingston invites applications from outstanding scholars for a faculty appointment under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The Institute of Women's Studies is particularly interested in applicants having interest and expertise in the following areas, listed in order of priority: (i) gender, race and disability, (ii) gender and race, and (iii) gender and disability.

Appointments under this special program will be either tenure-track or special shorter term appointments.

Prior to submission of a full application, contact should be made with the Director of the Institute to discuss the position. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is *October 8, 2001* for decision in January 2002.

Applications and letters of reference should be sent to: *Dr. Sue Herriker, Director of the Institute of Women's Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6.* Canadian citizens and permanent residents will be considered first for this position, however, non-Canadians are also encouraged to apply.

teach undergraduate and graduate courses in Sociology and in Women's Studies and Gender Studies The latter requires a capacity to teach interdisciplinary courses. Salary will be commensurate with experience. Canadian citizens and permanent residents will be considered first for this position The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, person with disabilities, and others who may contribute to further diversification of ideas Applications should include a covering letter, curriculum vitae, teaching dossier and two article-length samples of research Applicants should also arrange for three letters of reference to be submitted under separate cover The review of applications will begin shortly thereafter All correspondence should be sent to Professor Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4 Applications will close October 1, 2001

MCGILL UNIVERSITY — Sociology. An application is invited for a tenure-track appointment at the Assistant Professor level in the area of medical sociology commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected Knowledge of French is an asset McGill University is committed to equity in employment In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents For more information on the Department, visit its website at http://www.arts.mcgill.ca/eprograms/sociology/index.htm Interested persons should write to The Chair, Recruitment Committee — Medical Sociology Position, Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work Candidates should have three referees write on their behalf The search will continue until the position is filled.

McGILL UNIVERSITY — Sociology. The McGill School of the Environment (an interfaculty programme) and the Department of Sociology invite applications for an assistant professor in demography beginning September 2002. Candidates must have a doctorate in sociology or demography and be interested in conducting research on the interface between population studies and environmental issues Potential research profiles for the successful candidate might include, but not be limited to, topics such as population growth, demographic pressures on natural resources, climate change, biodiversity, or environmental policy concerns The normal teaching load is two courses per semester, one for each unit Salary will be commensurate with qualifications Some knowledge of French will be considered an asset. McGill University (www.mcgill.ca) is committed to equity in employment Applications should be received by 1 December 2001, but will be accepted until the position is filled Candidates must forward two copies of a CV, a statement of research and teaching interests, and a sample of written work Applicants should ask three references to forward confidential letters on their behalf. Address applications and other materials to The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7 Tel (514) 398-6847, Fax (514) 398-3403

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Sociology and Anthropology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext 2190, Fax: 519.971.3621, Email: lynnep@uwindsor.ca

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Sociology seeks applications from candidates for four probationary (tenure-stream) positions Rank, specialization and closing date for applications for the four positions are as follows: i) Assistant Professor — Sociology of Work and Industry — November 1, 2001, 2) Assistant or Associate Professor — Quantitative Methods and Statistics — November 30, 2001, 3) Assistant Professor — Criminology/Juvenile Delinquency — December 14, 2001; 4) Assistant Professor — Specialization open with preference for candidates with expertise in sociological theory, social change and development, and/or social psychology — December 14, 2001. Applicants must have the ability to conduct research in the specified areas and to teach at the undergraduate and graduate level For all four positions, the ability and willingness to teach Introductory Sociology will be considered an important asset Candidates must have a PhD in hand or be able to demonstrate that they are near completion of all requirements for the degree A complete curriculum vitae, including the names of three referees, and a sample of written work should be sent to: Professor Kevin McQuillan, Chair, Appointments Committee, Department of Sociology, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2, Canada The positions are subject to budgetary approval In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SOCIOLOGY & ANTHROPOLOGY

WILFRID LAURIER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a tenure-track appointment in anthropology at the rank of Assistant Professor commencing July 1, 2002, subject to budgetary approval A PhD is required, preferably with some teaching experience We are seeking an individual who has undertaken field research pertaining both to development and to economic and cultural globalization in Sub-Saharan Africa or Latin America or Southern Asia. The successful candidate will teach courses in the Anthropology curriculum and will also offer courses for the interdisciplinary program in Development and International Studies Applicants should send a letter, a full curriculum vitae including the names of three referees, any available teaching evaluations and a sample publication by November 1, 2001, to Dr. Richard Christy, Interim Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Please also supply the names of three referees or preferably arrange for letters to be sent to the above address, by the application deadline In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

SIMON FRASER UNIVERSITY — Department of Sociology and Anthropology invites applications for a tenure-track position in sociology at the rank of assistant professor, commencing 1 September 2002 This position is subject to budgetary approval Research expertise in political sociology, with a comparative/global emphasis that focuses on ethnopolitics and ethnic identity from a critical perspective, is being sought The successful candidate will have a PhD in Sociology and be expected to teach core sociology courses, such as introductory sociology and social theory or methods Applicants should send a covering letter describing their research and teaching interests, a curriculum vitae, and three letters of reference to: Dr. Ellen Gee, Chair, Department of Sociology and Anthropology, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6 Canada Deadline for completed applications is 1 December 2001 This advertisement is directed to Canadian citizens and permanent residents Other qualified applicants may be considered if qualified Canadian citizens or permanent residents cannot be found Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants Potential applicants are invited to visit our web page for more information about the department: http://www.sfu.ca/sociology/ The information requested is collected under the authority of the University Act (R S.B.C. 1996, c 468, s 27(4)(a)), and the University's policy of Collection of Personal Information. (1 10 05). The information is directly related to processing your application for a sessional instructor's appointment, and to offers of employment for successful applicants If you have any questions about the collection and use of this information please contact Dr. Ellen Gee, Sociology and Anthropology Department, Simon Fraser University

SPANISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, the Department of French and Spanish invites applications for a tenure-track position at the Assistant Professor level in Spanish, and also French: In addition to Spanish language and literature at all undergraduate levels, the successful candidate will, if necessary, be required to teach courses in introductory French The successful applicant will have a doctorate, or a doctorate near completion, in Latin-American literature and civilisation (in preference to peninsular studies) and will provide evidence of effective teaching and research potential. An application with a curriculum vitae and the names and addresses of three referees should be sent to: Professor Peter Ayres, Acting Head, Department of French & Spanish, Memorial University of Newfoundland, St. John's, NF, A1B 3X9. The deadline for the receipt of applications is November 15, 2001, with the date of appointment effective September 1, 2002 Memorial University is the largest university in Atlantic Canada As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

STATISTICAL & ACTUARIAL SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Applied Mathematics invites applications for up to two, tenure-track positions at the Assistant Professor Level. The Department seeks applicants with an established record of computationally intensive research in at least one of materials physics, financial mathematics, mathematical biology, or numerical solutions of applied partial differential equations. The positions requires teaching in the graduate and undergraduate program and establishing an independent research program including the supervision of and securing funds for graduate students At least one of the successful applicants will be appointed as a "SHARCNET (tm) Research Chair" SHARCNET (tm) is a $43 million, multi-institutional, high-performance computing initiative in southwestern Ontario, with a head office and major computing infrastructure housed within the Department of Applied Mathematics. For more information on SHARCNET (tm) see www.sharcnet.ca. Applications including a detailed curriculum vitae and the names of 3 referees should be sent to: Dr. Paul J. Sullivan, Chair, Department of Applied Mathematics, Western Science Centre, The University of Western Ontario, London, Canada, N6A 5B7, e-mail: pjsul@uwo.ca. Closing Date: The selection process will begin October 31, 2001 and continue until suitable candidates are found Positions are subject to budgetary approval In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities

STATISTICS

QUEEN'S UNIVERSITY AT KINGSTON — The Department of Mathematics and Statistics invites applications for a renewable (tenure-track) appointment in statistics at the Assistant Professor level to begin July 2002 The successful applicant will be expected to demonstrate potential for outstanding scholarship and research and show evidence of a commitment to excellence in teaching. Salary will be commensurate with qualifications and experience Interests of the present statistics faculty include: design of experiments, nonparametric statistics, time series, image analysis, statistical problems in biomechanics, queuing methodology, Bayesian data analysis and the teaching of statistical consulting Opportunities exist for collaboration with research groups in the University in a variety of disciplines including clinical trials, statistical process control and ergonomics. The Department offers a full range of graduate and undergraduate degrees in statistics including a PhD program. Candidates should have a PhD in statistics or a related area and will have begun an active research program. Candidates with some teaching experience are preferred Interested candidates should arrange for a curriculum vitae, a description of research interests, up to five publications or preprints, a statement on teaching or a teaching dossier, and at least three letters of reference, one of which should comment on the candidate's teaching, to be sent to the address below by December 31, 2001 Applications will be considered until the position is filled. James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6, fax: (613) 533-2964, e-mail: osition@mast.queensu.ca, http://www.mast.queensu.ca Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Statistics invites application for tenure-track Assistant Professorships, starting July1, 2002, subject to final budgetary approval Required: PhD in Statistics; demonstrated potential for excellence in teaching and research in areas consistent with the Department's hiring plan (see http://www.stat.ubc.ca) Duties include research as well as undergraduate/graduate teaching Competitive salary based on qualifications. Applications by Jan 2/02 to include a CV and statements of research activities/plans and teaching philosophy Arrange for three letters of reference to be sent to the address below. Committee on Appointments Department of Statistics, Room 333-6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply

THE UNIVERSITY OF BRITISH COLUMBIA — Statistics. Limited-term assistant professorships, post-doctoral fellowships, sessional lectureships and visiting positions for the year starting July 1, 2002, subject to final budgetary approval. PhD and demonstrated potential for excellence in teaching and research required. CV and three letters of reference by February1, 2002 to be sent to Committee on Appointments, Department of Statistics, Room 333-6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2 UBC hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Statistics. One full-time tenure-track position starting July 1, 2002 for an Instructor of Statistics, subject to final budgetary approval. A PhD in Statistics is preferred Other qualifications: demonstrated excellence in teaching and potential for creating innovative instructional material, experience with PCs, Unix computers and common statistical software (e.g. Splus and SAS), ability to work independently, to communicate effectively, to supervise the work of others; and statistical consulting or research experience Duties include undergraduate teaching, developing computer-based and other instructional resources and supervising instruction in the undergraduate computer labs Competitive salary based on qualifications Application, including CV, a statement of teaching philosophy and three letters of reference, by January 31,2002 to the following address. Committee on Appointments Department of Statistics, Room 333-6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2 UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation CAUT expects that all positions advertised in the *Bulletin* are open to both men and women Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions The view of academic freedom and the extent to which it is protected in other countries may vary Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada CAUT publishes a list of universities censured by AAUP twice a year Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th, St. N.W., Washington, DC 20005, tel 202-737-5900

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W, Washington, DC 20005, tel: (202)737-5900

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The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
October	September 7/01	September 14/01
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December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
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Octobre	7 septembre 2001	14 septembre 2001
Novembre	5 octobre 2001	12 octobre 2001
Décembre	7 novembre 2001	14 novembre 2001
Janvier	7 décembre 2001	14 décembre 2001
Février	8 janvier 2002	15 janvier 2002
Mars	7 février 2002	14 février 2002
Avril	7 mars 2002	14 mars 2002
Mai	8 avril 20022	15 avril 2002
Juin	7 mai 2002	14 mai 2002

Les dates limites tombent a midi, HNE Il n'y a aucune modification ou annulation apres la date limite

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CAREERS CARRIÈRES

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Mathematics and Computer Science invites applications for a tenure-track or term position in Statistics at the Assistant Professor level, effective January 1, 2002. Applicants should hold a PhD in Statistics and demonstrate a strong commitment to undergraduate teaching. Duties will include teaching undergraduate courses in Statistics and developing and maintaining an appropriate research program. Excellent opportunities exist for cross-disciplinary and applied research. Applications, including curriculum vitae and evidence of teaching ability, should be forwarded to: Dr. Gordon MacDonald, Chair, Department of Mathematics and Computer Science, University of Prince Edward Island, Charlottetown, PE I , C1A 4P3. Phone: (902) 566-0508, E-mail: gmacdonald@upei.ca . Applicants must arrange for three (3) letters of reference to be sent directly from referees. The closing date for applications is November 1, 2001. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications including curriculum vitae and evidence of teaching ability should be forwarded to: Dr. Gordon MacDonald, Chair, Department of Mathematics and Computer Science, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada. C1A 4P3 Telephone: (902) 566-0508, E-mail: macdonald@upei.ca; Fax: (902) 566-0466, www.math-cs.upei.ca

SURGERY

THE UNIVERSITY OF ALBERTA — The Department of Surgery is accepting applications for the position of Director, Division of Surgical Research. This position will either be contractual or full-time continuing at either the Associate Professor level ($56,378-$80,618) or the Professor level (starting at $70,183). Final income will be negotiated on the basis of clinical activity, research and teaching productivity. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons of Canada in a surgical specialty. A Graduate degree and a research track record are necessary qualifications. In addition, eligibility to apply to granting agencies for salary support (i.e., Alberta Heritage Foundation for Medical Research) is expected. The Director shall be responsible for promoting and maintaining the highest standards of academic excellence in Surgical Research. The Director will oversee the Surgeon-Scientist Program, the Graduate Program and the annual Tom Williams Research Day. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by October 29, 2001, enclosing a recent curriculum vitae and the names of three referees to: Dr. SM Hamilton, Walter Stirling Anderson Professor and Chair of Surgery, 2D2.24, Walter C. Mackenzie Health Sciences Centre, 8440-112 Street, Edmonton, Alberta T6G 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Surgery is accepting applications for a faculty position in Thoracic Surgery in the Division of Thoracic Surgery. This position will either be a contractual or a full-time continuing position at the rank of Assistant Professor. The University's salary range for rank is $45,374–$64,238. The successful applicant will hold a Certificate of Special Competence in Thoracic Surgery for the Royal College of Physicians and Surgeons of Canada or equivalent subspecialty training and certification. It is anticipated that the applicant will have demonstrated training and expertise across the breadth of clinical thoracic surgical practice with additional training or experience in pulmonary transplantation and/or minimally invasive pulmonary and esophageal surgery. Commensurate with the academic appointment, the successful applicant would be expected to collaborate fully with ongoing research initiatives and develop independent clinical or basic science research programs in the field of pulmonary transplantation, thoracic oncology, or esophageal disease. A strong interest and commitment to education at the undergraduate and postgraduate level would also be desirable. Starting Date: July 2002 (or sooner if available). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by October 29, 2001 enclosing a current curriculum vitae and the name of three referees to: Dr. SM Hamilton, Walter Stirling Anderson Professor and Chair of Surgery, 2D2.24, Walter C. Mackenzie Health Sciences Centre, 8440-112 Street, Edmonton, Alberta T6G 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THEORETICAL ASTROPHYSICS

THE UNIVERSITY OF TORONTO — The Canadian Institute for Theoretical Astrophysics (CITA) / Institut Canadien D'Astrophysique Théorique is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years duration this year. The starting date will be 1 September, 2002. Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA whose interests include cosmology, interstellar matter, nuclear and relativistic astrophysics, gamma ray bursts, solar physics, star and planet formation. How to apply: We would prefer electronic submissions. See the CITA web page at: http://www.cita.utoronto.ca for instructions. Applicants unable to access the web should mail: a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. Deadline for applications and all letters of recommendation is 1 December, 2001

THE UNIVERSITY OF TORONTO — The Canadian Institute for Theoretical Astrophysics (CITA) / Institut Canadien D'Astrophysique Théorique is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more senior research associate positions of three to five years duration. The starting date will be 1 September, 2002. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. How to apply: We would prefer electronic submissions. See the CITA web page at http://www.cita.utoronto.ca for instructions. Applicants unable to access the web should mail: a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. Deadline for applications and all letters of recommendation is 1. December 2001. Although first consideration will be given to Canadian citizens and permanent residents, we strongly encourage all qualified candidates to apply. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities

VISUAL ARTS

THE UNIVERSITY OF VICTORIA — The Department of Visual Arts invites applications for a full-time tenure track faculty appointment at the level of Assistant Professor in the area of Artist/Curator beginning July 1, 2002. The Department of Visual Arts has a long honoured history for its commitment to contemporary practice. Our reputation as an important program for visual arts training extends both nationally and internationally. Our undergraduate and graduate students receive an intensive education in a small yet critical studio environment. The faculty is comprised of practicing artists who exhibit their work broadly and are recognized within their individual fields, www.finearts.uvic.ca. Position Description: This position will involve the teaching of graduate and undergraduate students in a studio art program which offers courses in painting, drawing, sculpture, digital media and photography. Courses in art theory and curating are also included in support of the studio program. For this position we are seeking a studio artist with a strong professional record of artistic achievement who would have the ability to teach courses in sculpture as well as another studio area. Applicants for this position should hold an MFA or equivalent degree, be a practicing artist, have a significant record of exhibitions, publications and critical reviews, and have the ability to engage in critical debate. The applicant should also have demonstrated competency in administrative and interpersonal skills. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Submit letter of application, current curriculum vitae, twenty slides/other documentation, statement of teaching philosophy, and names of three referees. Send application to Sandra Meigs, Acting Chair, Department of Visual Arts, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing Date: December 15, 2001.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the School of Visual Arts commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. William Law, Interim Head, School of Visual Arts, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253-3000, Ext. 2828, Fax: 519 971-3647; Email: art@uwindsor.ca

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology invites applications for a tenure track position at the assistant professor level in field physiology. We are seeking a physiologist working on whole animals in a field setting using innovative techniques such as remote-sensing of physiological functions. The Zoology Department is especially interested in an individual who will overlap intellectually with the core group of comparative physiologists in the Department and who can also interact with a broad-based group of ecologists and evolutionary biologists. The successful candidate will be expected to develop and sustain a strong, externally funded research program that involves the training of graduate students and will also be expected to contribute to teaching core courses in comparative physiology at the undergraduate and graduate level. Applications should contain a curriculum vitae and a summary of research and teaching interests and should be sent to: Dr. J.M. Gosline, Head, Department of Zoology, University of British Columbia, 6270 University Blvd., Vancouver, BC, Canada, V6T 1Z4 (Fax: 604-822-5780, head@zoology.ubc.ca). Applicants should also arrange for three letters of reference to be sent by the closing date of September 30, 2001. The expected starting date will be July 1, 2002 and salary will be commensurate with experience. Appointment is subject to final budgetary approval for positions funded from the general purpose operating fund of the University of British Columbia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ACCOMMODATIONS

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FRANCE, Lyon — Furnished 3 bedrm house. One month min. 416-960-5249 or e-mail mulberrytree@bbtoronto.com

DOWNTOWN TORONTO — close to U of T. Furnished 3 room suite, limited cooking facilities. Avail Jan 02 to Apr 02. 416-960-5249 or e-mail mulberrytree@bbtoronto.com

University of Alberta
Edmonton

Henry Marshall Tory Chair

The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The University of Alberta invites nominations and applications for a Henry Marshall Tory Chair in any area of the Humanities, Fine Arts or Social Sciences, including Business, Law, Education, Library Science, Home Economics, and Physical Education. The Tory Chairs are intended for outstanding individuals who by their presence will enhance the reputation of the University and who can provide leadership and experience for the strengthening of teaching and research in specific disciplines.

Nominations or applications on behalf of, or from, distinguished individuals with international reputations interested in this Chair should be submitted by October 1, 2001 to:

Office of the Provost and
Vice-President (Academic)
University of Alberta
2-10 University Hall
Edmonton, Alberta T6G 2J9

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

UNIVERSITY OF WINDSOR

The Odette Research Chair
The Odette School of Business

The Odette School of Business at the University of Windsor is seeking applications for the Odette Chair of Business commencing July 1, 2002. This position is generously funded by Edmond and Louis Odette. The successful candidate for the Odette Research Chair will possess the following:

- Evidence of distinguished research scholarly productivity
- Enthusiasm for mentoring new researchers and stimulating research within the School
- Demonstrated ability to teach at both the undergraduate and graduate levels
- Commitment to successful outreach efforts with external stakeholders

Preferred candidates will have a PhD and will be expected to provide clear leadership in research. There is no requirement that candidates specialize in any specific discipline, but their research record must demonstrate that they have established themselves as an authority in a particular area of knowledge.

The Odette School of Business

The Odette School of Business, is uniquely placed on the Canada/USA border. With the strong manufacturing sector and ancillary industries in Windsor and the proximity of a range of industries and universities in Michigan and Ontario, there are ample opportunities to pursue applied and theoretical research interests.

The School currently has over 40 faculty members. An ongoing, successful recruitment campaign has recently resulted in nine new appointments of tenure-track faculty and this growth is expanding the research culture of the School. There are well-established B.Com. and MBA programs, with over 1500 students, as well as Management Development Courses and a planned executive MBA. The recent implementation of SAP software for teaching and research purposes further strengthens the School's ability to enter new markets. The School is structured into the following areas: accounting, business strategy, finance, marketing, management science, and management & labour studies.

The School has a range of exchange, partnership and articulation agreements with academic institutions in Canada and abroad. It is seeking to build on these arrangements. It has a strong Business Advisory Board and, in collaboration with the Faculty of Engineering, is extending its firm base of relationships with industry.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minority groups. Applications from women are encouraged.

Applications will include: a letter of application; a recent curriculum vitae; and contact information of three references. Applicants who are selected for an interview may be called upon to provide further information relevant to their application.

To ensure full consideration, complete applications, including letters of reference, should be submitted by November 1, 2001 to:

Dr. Roger Hussey, Dean
The Office of the Dean
The Odette School of Business
University of Windsor
Windsor, Ontario N9B 3P4
Phone: 519.253.3000, Ext. 3091
Fax: 519.973.7073
E-mail: rhussey@uwindsor.ca.

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Also visit us at www.uwindsor.ca/facultypositions. For additional information about this position and employment at the University of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 1-877-665-6608 or recruit@uwindsor.ca.

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We Don't Need No Education

By JIM STANFORD

Is Canada really suffering from a skills shortage? Hell no, says Jim Stanford. Canadians are overeducated and underemployed as it is. Subversion by the numbers.

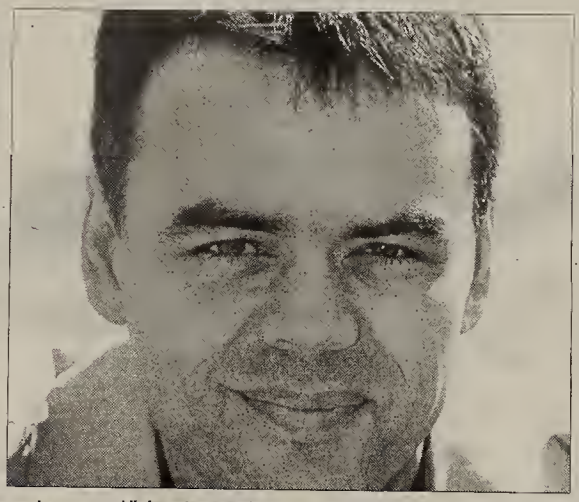

PHOTO: MARVIN MOORE

LIKE most rebellious teenagers, in fits of pique, I used to threaten to drop out of school. My mother had a stock reply for these occasional moments of adolescent angst: "If you quit school, you'll be a ditch digger for the rest of your life." For me, the idea of quitting school soon became indelibly associated with sweating in the hot sun, wielding a shovel, perpetually looking for work and making lousy wages when I found it.

My mother, of course, had nothing against ditch diggers. She's actually a radical egalitarian. She used to say perfectly outrageous things, like "Why shouldn't a garbage collector make as much as a doctor? They both work hard."

With ideas like that infiltrating my consciousness from an early age, it's little wonder I became a socialist. Still, my mother didn't want her own kids to become ditch diggers. Like any parent, she hoped for something better for her children. And like any parent, she saw education as the path to that better future.

My mom needn't have worried. After a grand total of 22 years in schools of one kind or another, I've got a great job and enjoy a privileged degree of economic security. I rarely even wield a shovel in my own back yard. My personal experience seems to support the standard claim that getting an education — investing in your human capital, as economists pompously call it — is the ticket to both individual and social success.

This notion permeates our culture and our politics. At an individual level, the command to "get educated" is like a mantra, repeated ad nauseum to hapless teenagers, the unemployed, displaced workers and any other unfortunates who appear to need free advice from their more comfortable acquaintances. At a policy level, meanwhile, the clarion call to educate, educate, educate provides a handy catchall solution for just about any economic or social problem imaginable: poverty, low productivity, globalization, inequality.

Ditch diggers have always been pretty poor. But the fact that the poor have gotten poorer in recent years is typically ascribed — by both hard-nosed conservatives and holier than thou liberal technocrats — to the fact that their skills are supposedly even less in demand than they used to be, thanks to the inexorable march of technical progress. Governments are ready to berate the unemployed and the poor for their alleged educational failings, blaming the victims of the 'knowledge economy' for their supposed failure to get with the education program. They are rather less committed, however, to actually expanding educational opportunities for these and other knowledge-hungry Canadians. The rhetoric and the reality of the "education agenda" tend to part ways pretty quickly whenever cold hard cash is involved. Even as governments emphasize the need for more skills, they grimly underfund public education at all levels.

And even so, the claim that Canada is being held back by a shortage of skills and knowledge is absurd. On the contrary, there is a vast and wasteful underutilization of the abundant skills and knowledge that our citizens already possess. Canada boasts what is quite possibly the best-educated workforce in the world. More than half of all Canadian workers now possess a completed college or university degree (compared to one fifth just 25 years ago). Close to two-thirds of young adults in Canada now complete a college or university degree program by the time they turn 30. According to the World Bank, our post-secondary enrollment rates are the highest in the world.

Yet millions of Canadians are employed in positions that do not come close to fully utilizing their existing skills and knowledge. One-quarter of the eight million Canadian workers with post- secondary education report that they are over qualified for their jobs; one-quarter of all university and college graduates in Canada are employed in clerical, sales and menial service positions; and close to 30 per cent of all Canadians living in poverty have at least some post-secondary education. So much for education being a one-way ticket to prosperity.

All this education didn't prevent Canada from experiencing one of the lousiest economic decades in the industrialized world in the 1990s, with stubborn unemployment and falling incomes. And a substantial majority of jobs in our economy still do not actually require all this higher education. For every computer technician in Canada, there are 15 retail clerks. There are 12 restaurant workers for every financial professional. There are six truck drivers for every specialist in pharmaceuticals and biotechnology.

New positions in dynamic, knowledge intensive industries can be counted in the tens of thousands. Unfortunately, the number of unemployed and underemployed Canadians is still measured in the millions.

Consider, for example, that 110,000 new jobs were created in the booming computer services industry during the 1990s. That's a lot of new work — but only enough for one in 20 of the Canadians who were still unemployed or underemployed at the end of the decade. So, yes, going back to school to learn web design or network administration might help you land one of those new computer jobs. But what new skills should the other 2.2 million unemployed and underemployed Canadians acquire, in order to join the brave new economy?

To be sure, the economic facts and figures certainly seem to confirm the personal value of a higher education. The more education individuals have, the more likely they are to be employed, the higher are their average incomes, and the greater their typical accumulated wealth. They are even more likely to belong to a union. Unionization rates are higher than the national average among Canadians who have completed a college diploma or university degree. But unionization is relatively less common among all other workers. Workers with only high school or less — the ones who probably need union protection the most — are the least likely of all to be unionized.

So along numerous axes, people who are better-educated are typically better-off — maybe because the market "rewards" their skills, or maybe because they possess more personal resources and knowledge with which to demand better treatment, by unionizing or through other channels.

While higher education is clearly correlated with greater individual economic success, this does not actually prove that more education is essential to our collective economic well being. Individuals can advance themselves (relative to their peers) by attaining more education, but society as a whole does not necessarily move forward in the process.

For example, any career counselor will tell you that learning to write a better resume will help you find a job. But suppose all workers followed this advice and learned to write eye-catching applications. Would they, collectively, be any better off? Not exactly. No new jobs would be created (except for those of a few resumé consultants), and overall unemployment would be unaffected. Meanwhile, society as a whole would have wasted valuable resources on what is ultimately a useless activity: the preparation of ever more sophisticated resumés.

Similarly, more education can help you jump forward in the queue for scarce jobs, bypassing others who are quite capable of doing the work but do not possess as many formal credentials. This inevitably sparks a process of credential inflation, in which other job seekers in turn try to jump past you with even higher (and even more unnecessary) degrees.

Don't get me wrong: I believe in education as much as any supply side human capital economist. I think society should spend a lot more on education, not less. And individuals should try to get as much education as they can. While there are some economic benefits to education, I'm more interested in the good things that education does for human beings and for democracy than its supposed effects on our productivity and our competitiveness.

Self-righteous hectoring about education and the knowledge economy is especially disingenuous when we remember that the well-educated, comfortable classes actually require vast output of unskilled, low-paid labour in order to continue living in the style to which they have become accustomed. Imagine, for example, what would happen if the entire low skill workforce suddenly went back to school and then burst back into the economy with Internet start-ups and consulting practices. Who would then do the dishes, clean the professional offices and mind the children? The age-old lament of the wealthy, "it's hard to find good help these days," would resonate with a dramatic urgency. Ultimately, both the employers of unskilled workers and the consumers of their services benefit from their lousy salaries, and their lack of formal education is simply a convenient excuse for their poverty.

If the great unskilled proletariat actually followed the nominal advice of those above them and bettered themselves through further education, then the system would need to quickly recreate another unskilled proletariat — through immigration and/or through the recruitment of new internal pools of "disempowered" labour. If we are genuinely concerned about ditch diggers, we'll save the lecture about how they should invest in their human capital. Our economy needs more ditch diggers — and dish washers and janitors and labourers and secretaries and cashiers and manufacturers and waiters and drivers.

Further education may be extremely valuable for these Canadians, but they don't need it to do their jobs well and it won't guarantee them a better standard of living. Higher minimum wages, more effective unions, and other efforts to directly regulate and improve the wages and conditions of their work will do a lot more for them than investing in human capital.

We need the labour of these workers. And there's no inherent economic reason (other than the greed of their employers and their customers) that they shouldn't receive a decent income. After all, as my mom would say, they work hard. ■

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